

THE BULLETIN

FEBRUARY 14, 1994 ~ 47TH YEAR ~ NUMBER 12

Jobs Would Be Lost in Amalgamation

BY SUZANNE SOTO

U OF T WILL NOT BE ABLE TO hire all 120 faculty from the Ontario Institute for Studies in Education (OISE) if the two institutions merge, Provost Adel Sedra says.

However, Sedra told the Feb. 10 meeting of Academic Board, the University will offer employment contracts to some OISE faculty who will join an expanded U of T Faculty of Education (FEUT). The University will also consider hiring OISE instructors specializing in sociology, history or other fields as vacancies within U of T occur.

The provost was responding to concerns raised by board members on the upcoming merger negotiations. On Feb. 3 Dave Cooke, minister of education and training, asked U of T and OISE to begin discussing the possibility of joining forces.

President Robert Prichard said the University's position going into the talks is that OISE would become a part of the education faculty. As a result the University would acquire OISE's financial and physical resources. For teaching staff requirements, however, the eventual number of faculty would be smaller "than the combination of the two." The education faculty currently employs 75 professors.

"Will this then entail firing tenured professors for financial reasons here

or at OISE?" Professor Peter Reich of the Department of Linguistics asked. He also wanted to know which OISE programs or objectives FEUT would reject in an integration.

Sedra replied that while professors in the education faculty would not lose their jobs, some OISE faculty would not be offered positions at U of T. That, however, would be an issue to be discussed by the institute and the Ministry of Education & Training. "Our position will be that faculty at OISE may explore employment opportunities at other universities or with the ministry itself," the provost said.

Dean Michael Fullan of the Faculty of Education noted that over the past five years his faculty has seen an estimated 40 members retire, leaving job openings, a trend that is likely to continue. The institute has reduced its faculty complement to 120 from 140 and plans to continue the reduction.

Fullan said it is still too early in the process to discuss which OISE programs might be discontinued. The two parties, however, will probably examine the possibility of eliminating the institute's field centres. The eight centres, staffed by OISE faculty and located throughout the province, provide research services to school boards and other educational organizations.

~ See JOBS: Page 2 ~

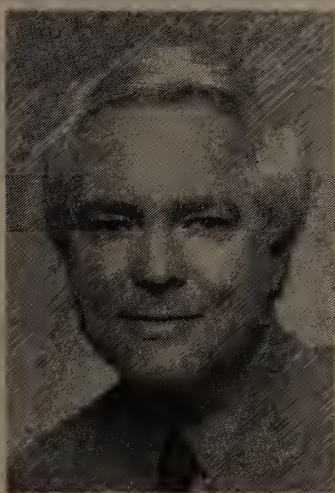
Pawson Wins Gairdner Award

A U OF T RESEARCHER WHOSE groundbreaking work in cell biology has renewed hopes of finding a cure for cancer and other diseases has won a Gairdner Foundation International Award for distinguished contribution to medical science.

Professor Anthony Pawson of the Department of Molecular & Medical Genetics and a senior scientist in the Division of Molecular & Developmental Biology at the Samuel Lunenfeld Research Institute of Mount Sinai Hospital is among this year's five winners. The award is valued at \$30,000.

"Tony is an outstanding Canadian scientist," said Professor Alan Bernstein of molecular and medical genetics and associate director of the Lunenfeld institute. "His work has brought honour and acclaim not only to himself but to the University, Mount Sinai and the country."

Pawson, away at a conference in Australia until Feb. 18, is being rec-



Anthony Pawson

ognized for his contribution to the understanding of how normal and malignant human cells transmit signals to each other and respond to such messages.

In an article in *The Bulletin* two

~ See PAWSON: Page 2 ~

HINT OF HIMALAYAS



Valentine's Day or not, cupids or cold feet, the flowers are blossoming at the Department of Botany's greenhouses. One spot is occupied by plants from the Himalayas — the lady slipper orchid *paphiopedilum insigne* and the cedar *cedrus deodar*. This particular lady slipper is a hardy sort that likes cool temperatures and flowers for about six weeks, reports Karl Wimmi, chief horticulturalist.

JEWEL RANDOLPH

Minister Clarifies Stance on Controversial Zero Tolerance

BY KARINA DAHLIN

DAVE COOKE, MINISTER OF education and training, has issued a statement to clarify his government's zero-tolerance guidelines. He says they are simply meant to be a model to which universities can compare their own harassment and discrimination policies.

Last October the ministry published its Framework Regarding Prevention of Harassment & Discrimination in Ontario Universities. It said the government "has adopted a policy of zero tolerance of harassment and discrimination at Ontario's universities" and that the central goal of each harassment and discrimination policy "should be zero tolerance."

Universities reacted with anger — and in some cases protested with petitions — at the thought of the government telling them what to do.

Professor Bill Graham, president of the U of T Faculty Association, sent Cooke a letter to explain why the guidelines are disturbing. For one thing, there is no statement in support of academic freedom and the term "zero tolerance" is inappropriate, he said. "It is a politically loaded term connotating repression, authoritarianism and enforcement. It is not the language of reasonableness, justice and rights. It is not part of the Human Rights Code. Nor is it harm-

less, for it can lead to jeopardising academic freedom."

In his Feb. 9 statement Cooke said the framework is not legislation. "The government chose the policy framework option because we understand that the responsibility for creating a learning environment... rests with each university. The government recognizes that universities are legally autonomous bodies and we have no intention of changing this relationship."

Cooke's statement does not address the issue of academic freedom, Graham said. However, Graham was encouraged by a report in *The Globe & Mail* Feb. 11 in which the deputy minister of education said the framework may be rewritten.

President Robert Prichard told Academic Board Feb. 10 that the framework should be treated as background information. "I don't believe we should feel bound to abide by it." There is no reason to panic, Prichard advised. U of T will submit its policies on harassment and discrimination for government review, as requested. If the government does not accept the policies, the matter will be dealt with then, he said.

In an analysis of the zero-tolerance fracas the Ontario Confederation of University Faculty Associations points out that the government agency that is supposed to



Bill Graham

review all the harassment policies may not have the time because of its small staff, limited budget and other important issues to consider, such as a funding review.

SPECIAL EDITION

PROVOST ADEL SEDRA'S White Paper on University Objectives will be published as a special edition of *The Bulletin* on Monday, Feb. 21. The white paper sets out objectives for U of T to guide academic planning for the next six years and will be discussed at a special meeting of Academic Board Feb. 24.

IN BRIEF



Aberman named health vice-provost

PROFESSOR ARNOLD ABERMAN, DEAN OF THE FACULTY OF MEDICINE, has been appointed U of T's first vice-provost (relations with health care institutions) for a five-year term effective July 1. In addition to maintaining his current responsibilities as dean, Aberman will be responsible for relations with affiliated teaching hospitals and other health care institutions. He will also represent U of T on the Council of Ontario Faculties of Medicine. These responsibilities are currently inherent in the position of vice-provost (health sciences) which will conclude at the end of Vice-Provost Richard Ten Cate's term June 30. A council of the deans of dentistry, medicine, nursing, pharmacy and social work and the director of the school of physical and health education is also being established to advise the provost on issues affecting health sciences and to assist Aberman in his new responsibilities. Professor Dorothy Pringle, dean of nursing, will serve as council chair in 1994-95.

FLIS change approved by board

STARTING JULY 1 THE FACULTY OF LIBRARY & INFORMATION SCIENCE (FLIS) wants to be known as the Faculty of Information Science. At the Feb. 10 meeting of Academic Board, Dean Adele Fasick said library and information science no longer accurately describes the faculty. There have been many changes at FLIS, particularly in the area of electronic information, and the addition of an extensive range of programs. The word "library," she added, suggests its graduates will continue to find employment in libraries when increasingly they work in archives, government agencies and corporations. The board endorsed the name change which will go to Governing Council for final approval.

Two elected physical society fellows

TWO DEPARTMENT OF CHEMISTRY PROFESSORS HAVE BEEN ELECTED fellows of the American Physical Society. They are Raymond Kapral, a specialist in the statistical mechanics and non-linear dynamics of chemical systems, and Paul Brumer, whose area of research is the quantum mechanical methods controlling chemical reactions with lasers. In awarding the fellowships, the society cites Kapral's contributions to the understanding of chemical reactions in condensed media and Brumer's development of quantum and classical dynamics of isolated molecules and the coherent control of chemical reactions.

Female hockey players gain spots

ONE CURRENT AND ONE FORMER MEMBER OF THE VARSITY BLUES women's hockey team have gained spots on the women's Team Canada hockey team that will compete in the 1994 world championship tournament in Lake Placid in April. Andrea Hunter, a master's student in computer science, plays forward on the Blues. Lesley Reddon, who graduated from UC last year and now attends graduate school at the University of New Brunswick, won one of two goaltending spots.

Rimrott receives Humboldt award

PROFESSOR EMERITUS FRIEDRICH RIMROTT OF THE DEPARTMENT OF Mechanical Engineering has received an Alexander von Humboldt Research Award for scientific cooperation between Canada and Germany. The award is in recognition of his outstanding contributions to engineering research. Rimrott specializes in shell theory dealing with the development of tubular structures and their use in spacecraft. The award will give him an opportunity to have an extended research stay in Germany.

Lavers joins engineering institute

PROFESSOR DOUGLAS LAVERS OF THE DEPARTMENT OF ELECTRICAL & Computer Engineering has been named a fellow of the Institute of Electrical & Electronics Engineers (IEEE). Lavers was cited for his contributions to the modelling of electrometallurgical systems and electro-heat devices. IEEE is the world's largest engineering society with over 300,000 members and offices in more than 150 countries. It has 4,300 fellows, 20 of whom are members of U of T's electrical and computer engineering department.

Sexual Harassment Addressed

BY SUZANNE SOTO

THE FACULTY OF MEDICINE'S vigorous efforts to combat sexual harassment of its students have made them more willing to disclose this type of abuse, says Professor Miriam Rossi, the faculty's associate dean of student affairs.

Rossi, commenting on a 1991 survey that indicated many medical students had been harassed during training, said the results have led to many positive changes at U of T. In particular, she noted, both male and female students now feel comfortable reporting verbal, emotional and physical mistreatment as well as abuse of a sexual nature. The *Canadian Medical Association Journal* published the survey's results Feb. 1.

"Students understand we're cognizant that there may be mistreatment and that if they come forward, what they say will be taken seriously and not sloughed off," she said.

Conducted in February 1991 by Rossi and Professors Rebeka Moscarello and Katalin Margittai of the Department of Psychiatry, the survey polled 396 first- and fourth-year medical school students. Its purpose, Rossi said, was to determine if students believed they had been mistreated or harassed. In addition to the 165-item questionnaire, participants were given a list detailing exactly what constitutes abuse and harassment.

When the faculty analyzed the 117 responses from women and 230 from men, it found 70 percent of the female students and 66 percent of the males

reported having suffered verbal or emotional abuse during their studies.

In terms of sexual harassment, 46 percent of the women and 19 percent of the men said they had been subjected to everything from leering to unwanted sexual advances and requests for sexual favours and intercourse. The harassment was carried out by peers, faculty members, clinicians and hospital staff, among others. Verbal and emotional mistreatment included being addressed in an insulting manner or shouted at. Physical abuse was defined as any unwelcome, offensive or injurious physical contact.



Arnold Aberman

Professor Arnold Aberman, dean of medicine, said in a prepared statement that when his faculty became aware of the results shortly after the survey's completion, it took several steps to address the issue "in view of the importance the faculty attaches to sexual harassment."

These included the appointment of Rossi as associate dean of student affairs to ensure that student matters and concerns had a higher profile in the faculty, the establishment of a gender issues committee and the development of new standards of professional behaviour. The faculty also instituted an oath of conduct for all medical students, notified medical faculty in writing that "there would be no tolerance for any behaviour that can be construed as sexual harassment" and initiated development workshops for faculty to address inappropriate behaviour.

"Like the University as a whole, the faculty believes that sexual harassment in any situation is unacceptable," Aberman said. "Such behaviour, whether verbal or physical, contributes to a hostile environment that is counter to the spirit of cooperation necessary to education and individual development."

Rossi said the faculty has conducted subsequent surveys on mistreatment and harassment but these results have not yet been fully analyzed.

The faculty, she said, decided to undertake the survey because some American medical schools conduct such studies and U of T wanted to find out what a similar Canadian one would yield. The 1991 investigation, believed to have been the first at a Canadian medical school, revealed little statistical difference between the two countries. The study was not conducted "because of horrendous numbers of reported student mistreatment or widespread sexual harassment in the faculty," she said.

Pawson Is Winner of Gairdner Award

~ Continued from Page 1 ~

years ago, Pawson said that all cells send signals to each other through receptors on the cell surface, with instructions to grow or change shape. The receptors then transmit the information to proteins inside the cell that monitor growth. This process is very important to normal human development and function. In cancer or similarly damaged cells, mutations in genes can alter both the normal signal transmission and the proteins that regulate the growth process. Receptors can become activated even in the absence of external signals, leading to uncontrolled growth, for example.

By examining this form of cell communication, Pawson and his colleagues have determined that proteins within cells that induce growth share a common element, known as the SH2 domain. The SH2 domains are a crucial component of signalling proteins, necessary for their ability to interact with other proteins in the cell. The discovery has specific significance to the understanding of cancer and diabetes and has provided major stimulus for research on the growth of both normal and malignant cells.

Other Gairdner award winners are: Pamela Bjorkman of the California Institute of Technology; Don Wiley of Harvard University; Tony Hunter of the Salk Institute in California; and Donald Metcalf

of the University of Melbourne, Australia. Winners will give lectures at U of T on Oct. 20 and 21. The awards will be presented in

Toronto Oct. 21 by Professor Michael Smith of UBC, a 1993 Nobel laureate and a 1986 Gairdner winner.

Jobs Would Be Lost

~ Continued from Page 1 ~

In an interview after the meeting Fullan said the question of the field centres "is on the table" because it is an issue OISE itself has grappled with.

Professor Jack Carr of the Department of Economics told the board he and others at the University have reservations about the merger because they feel the quality of OISE's faculty and their research are not up to U of T's standards of excellence. In a later interview Carr

said that the large number of degrees granted by OISE each year suggests that its "faculty as a whole does not have a great reputation." The school itself, he added, is seen by many as a "degree factory."

In reply to Carr's comments, Sedra said OISE faculty hired by the University will be "of the highest quality." The provost added he will keep the board informed of any new development in the talks that are expected to be completed by June 30.

UNIVERSITY - OF - TORONTO

THE BULLETIN

EDITOR: Jane Stirling • ASSOCIATE EDITOR: Karina Dahlin • WRITER: Suzanne Soto • EDITORIAL ASSISTANT: Ailsa Ferguson • PRODUCTION: Caz Zvyatkauskas, Joshua Lau • ADVERTISING MANAGER: Marion Thompson • ADVERTISING ASSISTANT: Nancy Bush • DIRECTOR: Tony Carlson



The Bulletin is printed on recycled paper. Material may be reprinted in whole or in part with appropriate credit to The Bulletin.

Published every two weeks by the Department of Public Affairs, 21 King's College Circle, 2nd floor, University of Toronto, Toronto, M5S 1A1.

EDITORIAL ENQUIRIES: 978-6981 • DISTRIBUTION ENQUIRIES: 978-4933 • ADVERTISING ENQUIRIES: 978-4933 • Display advertising space must be reserved two weeks before publication date. FAX: 978-7430.

Bridging

Talks Surprise OISE Staff

BY KARINA DAHLIN

THE EDUCATION MINISTER'S initiative to start talks about a merger between U of T and the Ontario Institute for Studies in Education came as a surprise, say representatives for two employee groups at OISE.

Jane King, a senior administrative officer and president of the Professional Staff Association, said the 61 members of her group are confused about the process and concerned that their positions will be redundant. The group represents such employees as administrative officers, systems analysts, editors and executive assistants.

Joyce Hayes, president of the General Support Staff Association, said everyone is worried about job security. Her group of 150 secretaries, clerks, switchboard operators, physical plant staff and others represents "the largest constituency at OISE but has the least power," she said. During the social contract negotiations with the government last year, faculty members were assured that no layoffs would occur for three years, she explained. However, support staff were given no such promises and now they feel their positions may be endangered. "When two companies come together you find duplications. A merger always has human costs."

The two staff associations are not affiliated with an external union but enjoy all the rights and privileges of a bargaining agent under the Labour Relations Act. This "voluntary recognition" is also extended to the 120-member faculty association.

OISE's 45 research officers are members of the Ontario Public Service Employees Union, Local 578, while the institute's 182 research assistants are members of the Canadian Union of Educational Workers. Only a small group of senior administrators is without a union of any sort.

Faculty members work in various centres and academic departments. Susan Padro, president of OISE's faculty association, said opinions about a merger appear to be divided. While faculty are prepared to enter the discussion in good faith, "most of us have a wait-and-see attitude," she said. Members have a number of concerns — among them that the name and the unique nature of OISE be preserved; that the institute's three-fold mandate to provide graduate studies, research and field studies be upheld; and that faculty have a say in budgetary matters.

OISE's research officers perform a wide variety of tasks, from quantitative studies to project management and field development, said Philinda Masters, president of Local 578. The officers are sceptical about the merger talks and anxious that their programs and "radical approaches" to research be preserved, Masters said.

Education minister Dave Cooke has encouraged OISE and U of T to set their own terms of reference for the discussions. In his letter to the two institutions Feb. 3, he praised them as outstanding centres of teaching and scholarship. "By combining the objectives and academic resources of OISE and the Faculty of

Education (FEUT) within the context and resources of the University of Toronto as a whole, I believe it will be possible to enhance your work in important areas of educational research, graduate instruction, teacher training, the dissemination of knowledge and the improvement of educational practice among professionals in the field."



Dave Cooke

Entering the negotiations U of T's goal is to build an integrated faculty of education and to "achieve a position of national pre-eminence in education and recognition as one of the world's finest centres of teaching and research in the field of education," says a statement from Provost Adel Sedra. "We believe this is a worthy and achievable goal that would advance the mission of the University."

Mary Sedgewick, manager of the office of OISE director Arthur Kruger, said OISE views the upcoming discussions as a positive initiative and will negotiate in good faith.

FEUT with its undergraduate programs and OISE with its graduate programs may seem perfect partners for a merger but there are obstacles. The relationship between the two has been examined on numerous occasions since the institute began operating in 1966. In 1986, for example, a joint committee considering integration had to cease its work be-

cause the two parties could not agree on the level of financial support from the University.

Professor Bill Graham, president of U of T's faculty association, said the matter of integration is a sensitive one. "I have great regard for my colleagues at OISE," he said. "We haven't discussed the matter with them yet but we will soon."

The University's staff association also plans to meet with its OISE counterparts. John Malcolm, president of the U of T Staff Association, said he hopes a merger will ensure that everyone is treated equitably and that no jobs are lost. "But we really don't know what the implications are."

A merger is "a superb opportunity," said Professor Michael Fullan, FEUT dean. Members of his faculty are excited but also a bit uncertain about what is in store for them personally, he said. In a meeting last week FEUT's 75 faculty members and 70 administrative staff were assured that everyone would have a place in an integrated institution. He hopes a final decision on the future of the education faculty will be made in July.

FEUT has approximately 1,050 full-time students, mainly in a one-year undergraduate program. As of Nov. 1, OISE had 920 full-time and 1,618 part-time students. Of those 931 were doctoral students; the rest were master's students as well as certificate, diploma and special students. All degrees offered at OISE are awarded by U of T and anyone teaching graduate courses at OISE must be a member of U of T's School of Graduate Studies.

Professor Jon Cohen, dean of the graduate school, said the upcoming talks should consider how a merger would fit with U of T's plans for graduate education in general. If all members of OISE join the University, FEUT could become the second largest faculty at U of T — bigger than medicine and engineering and smaller only than arts and science, Cohen said.



Dora Ladas and Patrick Parson, members of the Me'irim Dance Company and Ballet Creole, perform a theatre/dance piece called *People Like Us* at the Festival of Original Theatre Feb. 3 and 5. The production, based on the relationship between the black and Jewish communities, included eight dancers, three musicians and three narrators. The festival, with its theme *Crossing Borders: Bridging Communities*, was presented by the Graduate Centre for Study of Drama at the Robert Gill Theatre Feb. 2-6.

U of T Number One in Research Funds

U OF T RECEIVED MORE RESEARCH funds from two of the major granting councils last year than any other university in Canada. Figures from the Natural Sciences & Engineering Research Council (NSERC) show that the University received \$42.3 million in grants and scholarships in 1992-93, up from \$39.5 million the previous year. Last year's winner and this year's runner-up — the University of British Columbia — received \$40.6 million in 1992-93 and \$41.3 million in 1991-92.

The increase in NSERC assistance is largely explained by U of T's success in obtaining funds for equipment purchases, up almost \$1.5 million in 1992-93.

A first-place standing, however,

does not necessarily indicate an increase in funding for the winner. In 1992 U of T ranked fourth in funds received from the Social Sciences & Humanities Research Council with \$3,100,581. (The University of Montreal was first with \$3,946,736 and UBC second with \$3,789,137.) In 1993 U of T was first but received \$3,089,661. UBC ranked sixth with \$2,633,743.

The results are terrific and cause for celebration, said Professor Heather Munroe-Blum, vice-president (research and international relations). However, she cautioned, the size of grants is only one indicator of success. Another measure is grant funding per capita and in that respect U of T has a way to go before it ranks first.

SAC President Resigns Post

EDWARD DE GALE RESIGNED AS president of the Students' Administrative Council (SAC) Feb. 7 after allegations concerning the administration of council funds.

David Neelands, assistant vice-president (student affairs), told University Affairs Board Feb. 8 that after his office heard of concerns about SAC's business conduct, he met with the council to discuss the matter.

U of T has a responsibility for "the accountable disposition of funds" raised for SAC through compulsory student fees, Neelands said. The association said in a news release that it has hired forensic accountants to review all its accounts and contracts.

Meanwhile Marc Tremblay, SAC's former vice-president (finance), has been appointed interim president.

Merger Is an Option

DISCUSSIONS BETWEEN THE Ontario Institute for Studies in Education (OISE) and U of T will not necessarily lead to a merger.

On Feb. 3 Dave Cooke, minister of education and training, invited the two institutions to explore the merger possibility. Michel Rodrigue, Cooke's press secretary, said in an interview they are simply being encouraged to discuss the matter.

The minister met with President Robert Prichard, OISE director Arthur Kruger and deputy-minister Charles Pascal Feb. 2 to consider OISE's financial difficulties. The institution has an operating budget of \$44.7 million and expects to post a deficit of \$3.8 million by April 30. The deficit has accumulated over a three-year period and is caused by diminishing revenues from government grants, investment income, room rentals, parking and other sources.

A restructuring program was

implemented in 1991-92. Nine academic departments are being reduced to seven and about 50 positions will be eliminated. These measures will "stop the bleeding," said Peter Whiteley, OISE's chief financial officer. However, to eliminate the deficit, further restructuring is necessary.

With this scenario in mind, the minister asked Prichard and Kruger to examine OISE's difficulties. "No ultimatum was delivered; integration was not a done deal," said Rodrigue. When the two reported that they were prepared to discuss the matter further, the minister issued the formal invitation to engage in discussions and asked for a report back no later than June 30.

If the two parties decide to recommend against integration, the minister will not override their wishes. OISE will simply have to find another way to deal with its financial problems, Rodrigue said.



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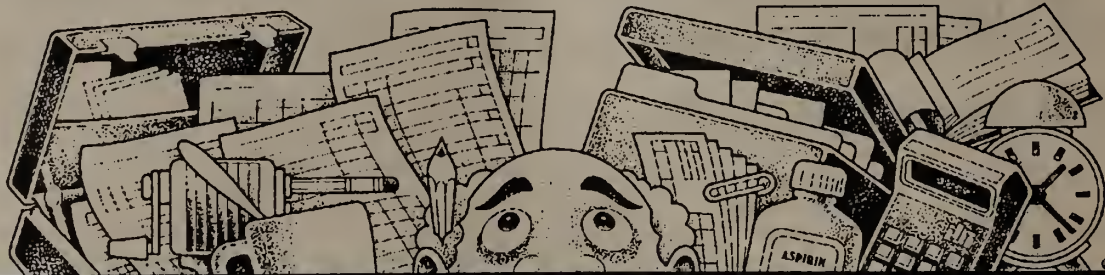
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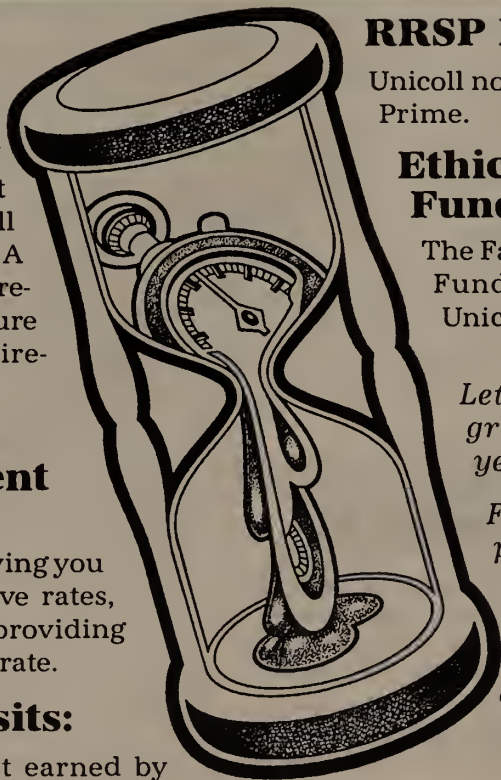
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Harassment Statement Approved following Vigorous Debate

BY KARINA DAHLIN

UNIVERSITY AFFAIRS BOARD AND Academic Board have approved a statement on physical and verbal harassment but not without debate.

The question of how to deal with harassment and discrimination (other than sexual harassment) has been debated by various University boards and committees for several years. Last year a committee headed by Professor Peter Russell of the Department of Political Science was asked to examine a proposed policy that applied to all activities and all members of the University. Rather than adopting the policy the committee recommended a statement that reiterates the Ontario Human Rights Code and U of T's own policies while reinforcing the University's rights of freedom of speech, freedom of research and academic freedom.

The committee also recommended that vexatious harassment be added as an offence under the Code of Student Conduct, with the understanding "that the mere expression of opinion falls outside this provision."

The policy statement alone was accepted narrowly by University Affairs Board Feb. 8 and by a wide margin by Academic Board Feb. 10. Governing Council will consider the statement March 24. University Affairs Board rejected the proposed changes to the student code and established a working group to investigate ways to reconcile the code and statement. The group is expected to report back to the board in a couple of months.

Student groups objected to the proposed addition to the code for several reasons. For one thing, they want the code to include provisions for dealing with general harassment — not only harassment prohibited by

the Human Rights Code on the grounds of race, ancestry, place of origin, colour, citizenship, creed, age, record of offences, handicap or the receipt of public assistance.

Peggy Haist, a staff representative on University Affairs Board, is also concerned that the statement does not cover situations beyond the "prohibited grounds." It does not encompass, for example, an instance where a receptionist is harassed by someone in a more senior position — someone who feels justified acting in such a manner because of the unequal power relationship, Haist said in an interview. It is too easy to attribute these situations to boorishness, she added. "Back when we were talking about a sexual harassment policy, I remember people saying that it was just a problem of civility and politeness, yet the University found a way of dealing with that."



Peggy Haist

Without a proper definition to deal with abuses of power, Haist said, members of the University may tolerate harassment because they are afraid of jeopardizing their performance reviews, tenure de-

cisions or marks.

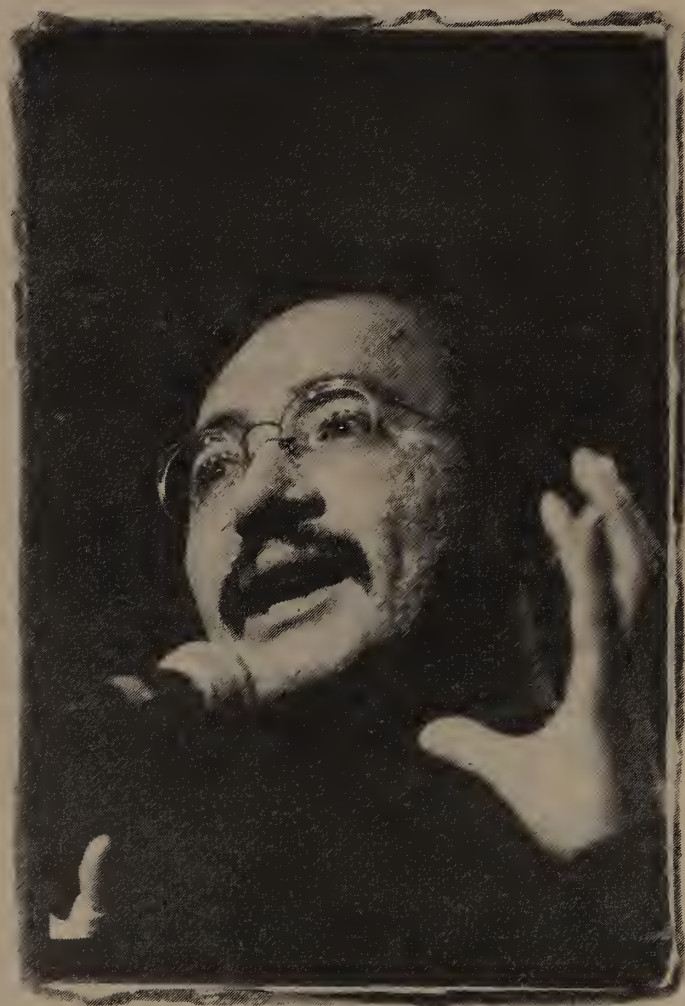
Professor Michael Finlayson, vice-president (human resources), told the board he thought it would be impossible to write a policy that considers all possible scenarios beyond the prohibited grounds. If employees are reluctant to approach a supervisor about general harassment, will they not find it even more difficult going through a formal procedure? he wondered. "These matters have to be settled by a manager or a supervisor. In this area management training is a high priority," he said.

Members of Academic Board wondered why a statement is needed if it simply restates existing University policy. President Robert Prichard said the statement provides a context for interpreting the laws of Ontario because it emphasizes the University's specific need for academic freedom and freedom of expression. The University community should feel good about the statement, he said. "We who work in the academic field should feel freer, having made it clear that the mere expression of views is not an offence, that raising deeply disturbing questions is part of the mission of the University of Toronto."

It is impossible to strike a balance between verbal harassment and academic freedom, said Professor John Furedy of the Department of Psychology. Any free exchange of ideas will contain some sort of verbal harassment, he said.

Professor Timothy Barnes of the Department of Classics said the statement does not go far enough in dealing with harassment. "We surely must have some legislation against insults. If there is no provision for dealing with verbal harassment, how do you deal with insults?"

A Play on Words



ANDRE SOURJON

Thomson Highway, U of T's 1993-94 writer-in-residence and a leading Canadian playwright, reads from his new play, *Rose*, at the Helen Gardiner Phelan Playhouse Feb. 3 during aboriginal studies week. The week, sponsored by the Faculty of Arts & Science, featured panel discussions, lectures and performance art. Events marked the International Year of Indigenous Peoples (1993) and the introduction in 1994-95 of an aboriginal studies minor in the Faculty of Arts & Science.

Enhance Campus Safety, Says Security Report

U OF T IS A LEADER IN ESTABLISHING extensive campus safety measures but it could be doing even better, a new report states.

"Our efforts have put us at the forefront amongst Canadian universities but as the report says, we are not perfect," said Janice Oliver, assistant vice-president (operations and services) and chair of the 16-member Security Review Group. The report's two dozen recommendations, made public in late January, are gradually being implemented, she said in an interview.

The security group, composed of faculty and administrative staff, was formed a month after the August 1992 murder of four Concordia University professors. The employees were gunned down following a dispute between Concordia's administration and a faculty member who has since been convicted and sentenced to life imprisonment. The group's mandate was to review U of T's security policies and procedures and suggest improvements.

The University, the document says, has made strides over the past six years in implementing safety measures. Nevertheless it needs to develop better ways of dealing with people who exhibit abusive, disruptive or violent behaviour to prevent their actions from escalating to crisis proportions.

While it is every individual's responsibility to speak out and seek the assistance of other campus members when abuse occurs, the University could take several steps to mitigate the problem, the report says. Among other measures it should develop a policy indicating that "conduct which is physically violent, threatens physical violence, or gives rise to a fear of physical violence or assault will not be tolerated."

These measures would enhance existing security endeavours such as the appointment of a personal safety awareness officer, the establishment of personal safety committees on all three campuses, the implementation of safety audits at the Scarborough and Mississauga campuses and more than two dozen buildings on the St. George campus and improved safety education for students and employees.

The report states that verbal and physical confrontations and abuse occur at U of T every day and employees who deal directly with the public feel particularly vulnerable. Many do not report these incidents because they believe their job entails dealing with such behaviour. Others, such as faculty, fear that acknowledging disruptions in the classroom, for example, could be seen as a reflection on their competence to manage students.

Gender Equity Debate Heats Up

BY SUZANNE SOTO

MALE AND FEMALE ATHLETICS Alumni clashed over a report calling for gender equity in the Department of Athletics & Recreation (DAR).

At a spirited Jan. 31 meeting of the department's council, the Men's and Women's T-Holders' associations voiced conflicting views on the report, released recently by a task force that spent eight months studying the issue. The document, in more than 60 recommendations, urges the department to increase funding of women's competitive teams to equal that of men's.

It says DAR should make the Athletic Centre a safer and more welcoming place for women and that male and female members should pay the same amount for participating in athletic and recreational activities. The report will be discussed at a public forum Feb. 21 in the Benson lounge of the Clara Benson Building and is expected to be approved in whole or in part by the

council Feb. 28.

Sandy Turney, president of the Women's T-Holders, told the council her group fully supports the report, particularly its demand that men's and women's sports be funded equally. Women's teams now receive about \$75,000 a year less than men's teams (excluding salaries, marketing and promotion), according to the report.

David McCarthy, president of the Men's T-Holders, said his group supports "most aspects" of the report although some recommendations cause members "great concern." In its deliberations over the recommendations, the council should keep in mind the department's plans to remove funding from the Varsity Blues football team in 1998, he said. This will bring men's and women's funding closer.

The department should also recognize that some male sports are simply more expensive, McCarthy said. Men's hockey, for example, costs more than women's hockey because the team has more players, has to travel more often and goes through

equipment such as sticks faster.

He said he was personally offended by the report's suggestion that, as a gesture of affirmative action, the Athletic Centre organize a year celebrating female athletes with displays only of female sports figures. "One generation should not be forced to pay for the sins of their predecessors," he said. "Studies clearly question not only the benefit of affirmative action programs but also the prejudice which is caused to the innocent bystanders."

Kristine Drakich, a DAR staff representative and task force member, pointed out that membership fees for male and female students are the same and asked how McCarthy could justify his argument that male sports deserve more of this combined funding.

Ann Peel, another task force member, said she was surprised by McCarthy's submission because it was a call to preserve the status quo. "Most women find the status quo unfair as do men when they look at the resources allocated to each group."

U of T Researchers Study Stalin Era

A U OF T RESEARCH TEAM WILL receive \$1.13 million from the Social Sciences & Humanities Research Council (SSHRC) to study politics and society in the Soviet Union during the Stalin era.

Professor Robert Johnson of the Centre for Russian & East European Studies will lead the collaborative Canadian-Russian undertaking. The five-year project will examine archival information detailing Soviet history from the early 1920s to the 1950s.

"We are very excited about this," Johnson said. "It's the best thing that has happened in a long time to people working in this field." He added that until about 1977 much of the material in the archives in the USSR was inaccessible to both Soviet and foreign scholars. The collapse of the Soviet Union, however, led to a renewed openness in that country and sparked a desire in Russian citizens to examine this rather "ugly" period in their past.

The SSHRC grant will allow the researchers to establish a Centre for the Study of Documents on the Stalin period at the Robarts Library. The money will also be used to send graduate students to Russia and will support a series of international workshops and conferences.

The grant is part of SSHRC's major collaborative research initiatives program. U of T will contribute \$86,500 towards the project. The

other members of the research team are Professors Ronald Pruessen of history at Erindale, Peter Solomon of the Department of Political Science, Susan Solomon of political science at Scarborough and Lynne Viola of the Department of History.

Breton Receives Honorary Degree

PROFESSOR EMERITUS RAYMOND Breton of the Department of Sociology has been awarded an honorary degree from the University of Guelph.

Breton, who received a doctor of letters degree Feb. 4, is a renowned scholar in the areas of ethnic communities, language policy, Canadian unity, Quebec society and politics and French-English relations. He has written widely on student aspirations and career decisions, native studies and social movements.

Breton is the author of 10 books and editor of four, and has written more than 40 articles and book chapters. His most recent book is *Why Meech Failed: Lessons for Canadian Constitution Making*.

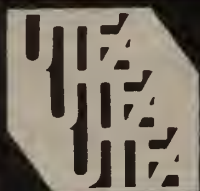
He taught at the University of Montreal, McGill and Johns Hopkins Universities before coming to U of T where he has been on faculty since 1969.

Economy-Size Deal



Professor Scott Eddie of economics at Erindale College, left, and fourth-year commerce student Noel Samuels take a break from packing more than three tonnes of scholarly journals headed to Hungary. The collection of economics and management science books, donated by faculty members at seven southern Ontario universities, are part of an effort by Eddie and others to help former eastern bloc countries build up their collections and deal with a free market system. In exchange the institutions abroad will donate books, periodicals and papers to Robarts Library. The first shipment to Europe left Canada in mid-January; Eddie plans more deliveries to other countries in the future. The project was established through the Fundus Foundation of Canada, a charitable organization.

JEFF CHEVRIER/THE MISSISSAUGA NEWS



UTFA Presidential Nominations

Nominations for President of the University of Toronto Faculty Association for the next academic year open March 1, 1994. UTFA's constitution requires candidates for President to be nominated by two members of UTFA Council. Members of the Association, however, are invited to suggest names of possible candidates to Council members.

Nomination forms must be returned to the office between 9:00 a.m. on March 1, and 5:00 p.m. on March 15, 1994. If necessary, an election will be conducted by a mailed ballot of the membership in the following two weeks.

Professor Abdo Abdelmessih
Professor Mounir Abouhaidar
Dr. Guy Allen

Professor Gürkan Altuna
Professor Margaret Anderson
Professor Arlene Anthony

Professor Edward Barbeau
Professor Jonathan Barker
Dr. Douglas Bors
Professor Peter Boulton

Professor Aurel Braun
Professor Patricia Brückmann
Professor Michael Bunce
Professor François Casas
Professor Jacqueline Chapman
Ms Susan Cozzi
Ms Rea Devakos
Professor James Estes
Professor Jock Galloway
Professor Lloyd Gerson
Professor Marvin Gold

Professor Alan Gordon
Professor William Graham
Ms Margaret Hawthorn
Dr. Robin Healey
Dr. Carol Hennessy
Professor Marsha Hewitt
Ms Bernice Hines
Ms Bonnie Horne
Professor Pat Hume

Mech. Eng., Indus. Eng, Aerospace
Botany, Geology
New College, Innis College, Transit. Year Program; Chair,
Tutors' Committee
Dentistry
Library & Information Science
Physical Therapy, Occupational Therapy, Speech
Pathology, Anatomy
Mathematics
Political Science
Scarborough - Life Sciences
Electrical & Computer Eng., Biomedical Eng.;
Vice-President, Salaries, Benefits & Pensions
Erindale - Social Sciences
Trinity College
Scarborough - Social Science
Economics
Nursing, Pharmacy
Librarians
Librarians
Victoria University
Psychology, Geography, Urban Planning
St. Michael's College
Banting & Best, Biochem., Clinical Biochem., Medical
Genetics
Italian, Salvic Lang. & Lit., Spanish & Portuguese
Scarborough - Humanities; President
Librarians
Librarians
Education
Chair, Status of Women Committee
Pharmacology, Medicine, Pathology, Physiology
Past President
Computer Science, Statistics

Professor Robert Imlay
Professor Bryan Karney
Professor Giuliana Katz
Professor Harvey Kerpneck
Professor Joaquin Kuhn
Professor Mark Levene
Dr. Jennifer Levine
Professor Rhonda Love

Professor John Machin
Professor Robert MacKay
Ms Brenda Mallouk
Professor Hugh Mason
Professor Eilene McIntyre
Mr. Neil McLean
Professor George Milbrandt
Professor Alfred Miller
Professor Stefan Mochnecki
Professor William Nelson
Professor Andrew Oliver
Mr. Kenneth Olynk
Mr. Dennis Patrick
Professor Albert Pietersma
Ms Judith Poë
Professor William Reynolds
Ms Helen Rosenthal
Professor Roger Savory
Dr. Ursula Sherman
Professor Sandy Smith
Professor Richard Tiberius
Professor Stephen Triantis
Ms Marion Tyacke
Professor Jens Wollesen

Philosophy, IHPST, Religious Studies
Civil Engineering & Geological Engineering
Erindale - Humanities
English
St. Michael's College
Erindale - Humanities
Victoria University
Behavioral Science, Health Adm., Preventive Med. &
Biostatistics, Occup. Health & Environmental Health Unit;
Vice-President, Grievances
Zoology
Sociology, Criminology
Faculty of Management
Fine Art, Classics, Drama, Comp.Lit., Medieval Studies
Social Work
University of Toronto Schools
Education
Chemical Engineering, Metallurgical Eng.
Astronomy, Physics
Chair, Appointments Committee
Treasurer
Physical & Health Education, Athletics & Recreation
Music
East Asian, Near Eastern, Middle East & Islamic
Erindale - Sciences
Chemistry
Scarborough - Physical Sci.
Retired Members
Scarborough - Humanities
Architecture, Landscape Architecture, Forestry
Microbiology, Nutritional Sciences & Miscellaneous Medicine
Retired Members
University College, SCS, SGS, Woodsworth College
Chair, University & External Affairs Committee

LETTERS



POLICY SHOULD ADDRESS SYSTEMATIC RUDENESS

According to the article *Bad Manners Are outside Policy* (Jan. 31), Professor Peter Russell and his committee to investigate physical and verbal harassment "heard a lot about rude people, mostly students being rude to administrators and faculty being rude to support staff" but "to try and cure that by a new set of tribunals did not strike [the committee] as the way to go."

University employees will always have to deal with the occasional temper tantrum from students and academic staff members. For many of us it's just a part of the job but sometimes a faculty member or a supervisor may make an employee's life miserable in a far more systematic way.

The obvious imbalance of power in these situations may make the employee who is being bullied very hesitant to complain, particularly if it is not clear that any of the prohibited grounds of the Human Rights Code are being contravened.

The Russell committee's failure to deal with cases of this nature cannot be explained away by flip-pant remarks about rude people. If the committee had taken the trouble to include one of the University's workers in its composition, it might have seen the need to deal with its mandate more seriously.

UTSA will press the administration to implement a harassment policy for administrative and technical staff that will address their needs and provide for fair treatment for all parties involved in cases of personal harassment.

JOHN MALCOLM
PRESIDENT
U OF T STAFF ASSOCIATION



BUT IT ALWAYS RAINS ON THE WEST COAST

Perusing the Jan. 10 issue of *The Bulletin* from the comfort of my retirement in British California I found myself wondering what relation there might be between the three mentions of the horrendous weather (article page 1 on

SNOW-line, advertisement about it on page 6 and the picture of a sub-arctic front campus on page 3) and five — count 'em *five* — classified advertisements on page 13 offering psychological counselling to members of the University community.

Here's some free advice: get out now before the big Ice Age descends permanently!

By the way, while it is nice that U of T is finally beginning to respond to Toronto/Ontario/Canada's multi-ethnic character, the course, *The Civilizations & Cultures of Asia*, instituted by Dean Chandler is not an innovation, it is simply a return to sanity. As an undergraduate at UC 40 years ago I took such a course, then called oriental literature because a non-sectarian college was not allowed to "teach religion."

Eheu fugaces posthume posthume [labuntur anni]! [Alas...the fleeting years glide by.]

Button up your overcoats. Our daffodils are about to bloom.

E.A. WALKER
BRITISH COLUMBIA

MATERIALS INSTITUTE IS BEING FORMED

A grass roots movement of U of T faculty members with teaching and research interests in materials science is under way. A preliminary meeting of potential members of a materials institute was held in December and drew about 40 persons. Since then an interim advisory board has been formed to work out plans for setting up the institute within the University. To date the board has identified some 100 potential members from 14 departments and six faculties (applied science and engineering, arts and science, dentistry, forestry, medicine and pharmacy). The board intends to hold an open meeting in the spring to discuss plans for the institute.

We are working on a booklet which will contain, among other items, a directory of all institute members and a one-page camera-ready biography on each member's interests.

If you would like to be part of the new materials institute, please call Millie Morris at 978-1472 (fax 978-1462) and she will send you a sample format for the biography page. We would appreciate receiving your input by Feb. 25.

RASHMI DESAI
DEPARTMENT OF PHYSICS

AL MILLER
DEPARTMENT OF METALLURGY &
MATERIALS SCIENCE

LIBRARY IS STILL STRONG AND FREE

Professor Geoffrey Rans was unnecessarily alarmed in his letter regarding access for visiting scholars to Robarts Library (Maintain free access to U of T Library, Jan. 10). The library has been examining various cost recovery mechanisms for appropriate services. However, no change has been suggested in the policy of allowing free on-site access to our collections, a practice common to publicly supported libraries throughout the world.

On the other hand, user expectations for rapid on-demand delivery of items in our collections are increasing enormously and new technology makes such services a possibility. All libraries are beginning to examine the funding mechanisms for providing and securing on-demand delivery. The objective is, through collaborative agreements and partnerships, to improve access to information for scholars everywhere. I am certain Professor Rans would agree that no local institution should have to bear an unfair proportion of the cost of such a system. Finding the most cost-effective way of providing the best access to knowledge is the goal, not erecting barriers for individual scholars.

CAROLE MOORE
CHIEF LIBRARIAN

LETTERS TO THE EDITOR

The Bulletin welcomes letters from its readers; these letters, however, must be original to *The Bulletin* and not published elsewhere. Please limit signatures to three and send them, fax them or deliver them in person to: Jane Stirling, editor, *The Bulletin*, 21 King's College Circle, 2nd floor. Fax, 978-7430.

LETTERS DEADLINES

FEBRUARY 18 FOR FEBRUARY 28
MARCH 4 FOR MARCH 14
MARCH 18 FOR MARCH 28
APRIL 4 FOR APRIL 11
APRIL 15 FOR APRIL 25

Letters should be submitted on a computer disk in WordPerfect or plain text format, or on paper, typed and double spaced. Please include a telephone number and, if possible, a fax number.

IN MEMORIAM

Farkas-Himsley Served as Israel's Science Attaché

PROFESSOR EMERITUS HANNAH Farkas-Himsley of the Department of Microbiology died in Jerusalem Jan. 24 after a long battle with cancer. She was 76 years old.

Born in Moscow, she and her family settled in Palestine in 1926. She graduated from the Gymnasia Herzliya school in 1935 and continued her education at Hebrew University in Jerusalem, majoring in microbiology and bacteriology. In 1940 she received an MSc and in 1946 a PhD.



She married Professor Ladislav Farkas, head of Hebrew University's physical chemistry department, in 1940. After his death in a plane crash eight years later, she joined Hebrew University's Department of Bacteriology. In 1953 she was appointed Israel's scientific attaché in London for a two-year term. Afterwards she returned to Israel

as a lecturer and researcher.

Her 1957 marriage to Alexander Himsley, a British mechanical engineer posted to Canada, brought her to Toronto. She joined U of T's School of Hygiene where she coordinated and directed the diploma in bacteriology course. In 1959 she became an assistant professor in the Department of Microbiology and an associate professor three years later. At U of T she supervised many graduate and post-graduate students and published 120 scientific articles and papers. She was a member of the Royal Institute of Great Britain, the Canadian Society of Microbiologists, the New York Academy of Science and the Canadian Society for AIDS Research. In 1967 she was recognized by *World's Who's Who in Science* and in 1979 by *The World Who's Who of Women*.

In the mid-1970s, Farkas-Himsley began conducting research on cancerous and virus-infected cells. Her work focused on the development of a protein preparation that could kill damaged cells, leaving healthy cells unaffected. This protein is now being clinically tested for treatment of psoriasis and mycosis fungoides.

Farkas-Himsley retired from U of T in 1983 but retained office and lab space in the microbiology department where she continued an active research program until a few months before her death.

Kennedy Was Father Figure

PROFESSOR EMERITUS DAVID Kennedy of the Faculty of Pharmacy, a "father confessor" to many students, died unexpectedly Jan. 27 at the age of 71.

Born and raised in London, Ontario, Kennedy served in the Canadian armed forces from 1942 to 1946 before pursuing his goal of higher education. He received a two-year bachelor of pharmacy in 1948 and, following a change in the curriculum, a four-year bachelor of science in pharmacy in 1952, both from U of T. Three years later he graduated with a PhD from the University of Florida, majoring in pharmaceuticals.

Kennedy joined the faculty in 1955, rising to the rank of full professor before his retirement in 1988. During that time his primary focus was teaching — particularly courses in dispensing, jurisprudence, pharmaceuticals and a first-year introduction to pharmacy. For many years he also lectured on regulations relative to drugs for students in medicine, dentistry and pharmacology.

During the 1950s and 1960s Kennedy was a father figure to many undergraduates. Never married, he considered his students his family, said Dean Donald Perrier of the Faculty of Pharmacy. "He was someone the students felt comfortable talking to and he related well to them." At the time of his retirement

students honoured him by establishing an award in his name to be given to the pharmacy class generating the most money for charity.



Aside from a number of professional papers, he was co-author of a chapter in *Remington's Pharmaceutical Sciences* (Lippincott, 1980) and author of a *Nurses Guide to Canadian Drug Legislation* (Lippincott, 1973, 1977). He was a member of the drug advisory committee of the Ontario College of Pharmacists for many years and held the position of secretary-treasurer of the Canadian Academy of the History of Pharmacy from 1958 to 1968.

A memorial service will be held Feb. 24 at 1:30 p.m. in the auditorium of the Koffler Institute for Pharmacy Management.

COLD CONFUSION

Some careful sleuthing has led one physicist through the back roads and dark alleys of scientific inquiry

BY KARINA DAHLIN

WITH A TRENCH COAT AND FEDORA FRANK Close might even look the part of a detective. Normally he is a particle physicist, investigating the physics of quarks. The head of the theoretical physics division at Rutherford Appleton Laboratory in Harwell near Oxford, Close recently spent eight days in Toronto as University College's Neil Graham lecturer. On Feb. 2 he spoke to *The Bulletin* about sleuthing and the ethics of science.

In 1989 Close was working in the US at the Department of Energy's Oakridge National Laboratory in Tennessee. Word came down from Washington, asking his group to examine an extraordinary announcement made by two chemists, Stanley Pons of the University of Utah and Martin Fleischmann, a retired professor of Southampton University in Great Britain. The two claimed they had successfully created cold fusion. Fusion is a thermonuclear reaction in which nuclei in water are squeezed together generating energy in the process.

Scientists at the Harwell laboratories, operated by the UK Atomic Energy Authority, were as eager as their American colleagues to get to the bottom of the story. Interestingly, governments on both sides of the Atlantic were worried about possible repercussions if the cold fusion experiment proved successful. It was not the endless supply of cheap energy extracted from water they were concerned about. What they feared was the possibility that anyone with a glass of water would suddenly have access to two by-products of the cold fusion process — tritium and neutrons — used in nuclear weapons.

At the time, Close was thinking of a way to popularize the subject of physics and decided to write a book based on the cold fusion experiment. If the biggest discovery since fire had indeed been made, he thought, it deserved to be heralded in a book; if cold fusion fizzled, he would show in his book how scientists disproved the theory.

The latter plot prevailed. Within weeks the scientific community agreed that the claim by the two chemists could not be substantiated. To top it off, the data Pons and Fleischmann cited in their paper appeared false. It was not a case of an honest mistake, says Close; the data was deliberately falsified.

ful, Close thinks. When they announced their discovery at a news conference March 23, 1989, they based their findings on one particular set of figures. A few days later, however, scientists at Harwell informed them that their "proof" of fusion was no proof at all.

Nevertheless Pons and Fleischmann allowed their paper to be published in May and somehow it contained different figures that showed fusion did occur. When Close read the published paper he was puzzled (at the time he did not know of the

a competent nuclear physicist.

On the international front Close learned that the Indian government feared the west would classify cold fusion as a secret, and Indian scientists were ordered to start working on the discovery immediately. Bizarre tales that Saddam Hussein was developing cold fusion for use in the Gulf war also emerged.

When Close's book was published in 1990 (*Cold Fusion — Too Hot to Handle*) a handful of detractors accused him of participating in a conspiracy to suppress the truth. However, neither Pons nor Fleischmann has launched a libel suit. Pons no longer works for the University of Utah; he and Fleischmann are now working in France for Toyota. Last year they published another paper on cold fusion, but the crucial questions remain unanswered, says Close. Meanwhile a small group known as the Cold Fusion Advocates continues to lobby the US Congress for recognition and research funding.

But no one has shown that cold fusion works.



THERE IS NO WAY THAT CLOSE CAN PROVE HE IS not part of a conspiracy to suppress the truth. If people want to think he is, they will, no matter what he says. If they believe the detective story, they will think that Close is a villain.

Similarly, Close says, Pons and Fleischmann believe they are right. Other scientists may reject their claim but apparently the two chemists remain convinced that they created cold fusion. And that is why they went ahead and published their article, Close suggests. "There is no point in falsifying data if you know what you are trying to do is wrong. You only falsify data if you believe you are right. If you think that somehow you misinterpreted your data, you will just make out that you generated the [correct] data. That is what I believe happened in Pons' case."

Close thinks about fraud in science a great deal. One way to prevent it, he says, is to listen more carefully to whistle-blowers. "If the scientific community does not ensure that its house is in order, then its trust could be undermined. The fact that we are able to do research at all, especially those of us funded through the public purse, means we have a great responsibility to be answerable."

How to punish fraudulent researchers is another question. If you strip them of their academic tenure, it could be argued that their freedom to conduct research has been violated simply because their research is unpopular. It is easier for members of a university to ignore the problem, but that is wrong, says Close. In his view a university that does not investigate questionable practices risks being implicated along with other innocent parties.

Meanwhile scientists are under a lot of pressure to produce, says Close. "The impression is that in order to do our research we have to get the funds; to get the funds we have to be competitive; to win the competition we have to have a good track record, and therefore the pressure to make our data appear a bit better than it really is, is always there." The pressure to cut corners is going to increase, he believes, and he urges everyone to watch carefully for slipping standards.

But in the end research practices are a personal affair. "The bottom line is we are human beings who happen to be doing science and the reward system is governed by success," says Close. "It's a question of what people are prepared to do to get that success."

THE COLD FUSION EVENT, AND CLOSE'S involvement, could provide all the material for a good detective story. However, if this were the world of fiction Close might be cast as a villainous detective and the two chemists as fumbling scientists.

The villain would succeed in convincing the scientific world that the chemists were nowhere near achieving a cold fusion reaction. But readers would learn that he had his own diabolic agenda. As a physicist he would not want two chemists taking credit for work that rightly should have been conducted by someone in his field. As a Brit he would not want the Americans to receive the credit; and greedy at heart he would want to suppress the discovery and sell the recipe for cold fusion to a Middle East dictator. The last chapter might find the dictator a very happy man with energy and weapons enough to keep him in power for the rest of his life. The physicist would retire to a remote island in the Indian Ocean, never to be heard from again. And so, in a roundabout way, the hapless chemists would be vindicated.

The real story is just as exciting but with a different twist. The two chemists truly believed that their experiment was success-

original figures). Figures in one part of the paper did not correspond to those in another part and it was clear that some calculations had been changed. He asked Fleischmann what had happened. Fleischmann said he didn't know and referred Close to Pons. Pons never answered Close's letters or phone calls. In fact the only communication Close ever had with Pons was letters from Pons' lawyer.

Close became serious about his detective work. He set out to document the sequence of events and spoke to Pons' and Fleischmann's assistants. Their log books confirmed that the original figures bore no relation to the figures in the published paper. True, revised figures were submitted to the journal but these were dated March 22, the day before the news conference. Close later discovered the revisions were actually faxed from the University of Utah on or about March 28. He believes the revisions were dated March 22 so it would appear the scientists had proof of fusion before they called the news conference and before the critique at Harwell. In any event Close does not believe the journal subjected the paper to proper peer review by

Employment Equity Annual Report 1992-1993

EXECUTIVE SUMMARY



The Employment Equity Policy of the University of Toronto states that the University is committed to "achieving and maintaining a workforce representative of those pools of qualified individuals available for recruitment by the University." The fact that employment equity is more than just numbers is particularly true during these strained budgetary times at the University. While the climate and environment of the University are critical to the achievement of employment equity, numbers are the aspect most easily measured. When it comes to numbers alone, the University of Toronto is not faring very well.

Our Mission states that the University of Toronto is committed to being an internationally significant research university, with undergraduate, graduate and professional programs of excellent quality. One of the Mission's four principles is the "promotion of equity and justice within the University and recognition of the diversity of the University community". We must reach out to all communities, drawing faculty, staff and students from every part of society and extending to historically under-represented communities a full and welcome place in our midst. If we do not seek the widest possible applicant pool and if we discount members of designated groups, it may mean missing the candidate or employee with the most merit.

Responsibilities for the implementation of our Employment Equity Policy are not exercised independently, but require the interaction and co-operation of all those involved. Creating and maintaining an environment that encourages individual initiative and the effective use of human resources is a collective responsibility.

This is the fifth Annual Report from the Office of the Employment Equity Co-ordinator. One should refer to earlier Annual Reports for a fuller description of past employment equity activities. The University's Employment Equity Policy was approved by Governing Council in 1991, updating and expanding the first Employment Equity Policy of 1986. A copy of the Policy is attached as Appendix "A".

The major highlight during 1992-1993 was the release of the report from the employment equity working group of the Vice-President and Provost, setting goals, and strategies for achieving them, for faculty and professional librarians. The parallel report from the working group of the Vice-President — Human Resources, setting goals, and strategies for achieving them, for non-unionized administrative staff, was released early in 1992.

Other highlights this year include:

- Employment equity seminars were designed and delivered to all senior administrative managers and, as a pilot, to a group of senior academic administrators;
- The final report of the Task Force on Accommodation of Persons with Disabilities in Employment, complete with thirty-seven recommendations, was submitted to the Vice-President — Human Resources in September 1992;
- The Vice-President — Human Resources delivered to the University of Toronto Staff Association the Employment Systems Review for Non-Unionized Administrative Staff completed in July 1992 by the Employment Equity Co-ordinator;
- The final report of the Presidential Advisory Committee on Race Relations and Anti-Racism Initiatives (PACRRARI) was submitted to the President in the Fall 1992 and widely circulated throughout the University community and relevant constituencies in Toronto;
- This is the first year in which we have been able to assess progress towards identified goals established in accordance with the University's Employment Equity Policy. Of the goals established in ten categories for non-unionized administrative staff we made progress in four categories.

REPORT

There are four key components in the Employment Equity Policy. This year's activities have been grouped according to these four components.

- 1) **Endeavouring to ensure that University policies and practices do not have an adverse impact on the participation and advancement of designated group members**

EMPLOYMENT SYSTEMS REVIEW

This component involves what is referred to as an Employment Systems Review (ESR). Conducting an ESR entails reviewing the University's employment systems governing faculty, professional librarians, non-unionized administrative staff, and unionized staff. The purpose is to identify any potential barriers to the participation and advancement of designated group members occurring due to systemic discrimination.

Systemic discrimination refers to the exclusion of designated group members through the application of employment policies and practices based on criteria that are not job-related or required for the safe and efficient operation of the institution. It usually screens out entire groups of people. Systemic discrimination is an unintentional result rather than an intentional act. It doesn't occur person-to-person but system-to-person or, most commonly, system-to-group; it is a barrier rooted in the system. An example of systemic discrimination would be a job advertisement stating that Canadian experience in a specific field is required.

Non-Unionized Administrative Staff Policies Review

The review of policies and related practices governing non-unionized administrative staff was completed by the Employment Equity Co-ordinator and submitted to the Vice-President — Human Resources in July 1992. The review was also forwarded to the University of Toronto Staff Association (UTSA). As the University and UTSA proceed in reviewing existing policies and explore new policy development, the Employment Systems Review is being used to inform their discussions. One of the first committees to start meeting is discussing a career development policy. All proposed policy revisions or developments must then also follow the appropriate approval processes.

Academic Staff Policies Review

The review of the Policy and Procedures on Academic Appointments was conducted by a committee chaired by Professor Cecil Yip. During the course of the committee's deliberations, submissions were received from and presentations made by numerous individuals and groups. The Employment Equity Co-ordinator used this forum to submit relevant recommendations.

Although aspects of the Yip Committee report have been approved in principle by the Academic Board of Governing Council, no formal changes to policies have resulted, pending further review. However, the Foley report (see later) based some of its recommendations on elements of the Yip Report which have been approved in principle. These approved recommendations also helped to inform revisions to the Academic Appointments Process (see later and Appendix "B").

A committee chaired by Professor Paul Perron reviewed the Policy and Procedures on the Appointment of Academic Administrators. As with the academic appointments policy, the Employment Equity Co-ordinator submitted recommendations for appropriate revisions. The revised policy was approved by Governing Council in October 1992, and now forms University policy.

The proposed revisions to the Policy and Procedures on Academic Appointments and revisions in the Policy and Procedures on the Appointment of Academic Administrators incorporate procedures based on the principles of employment equity and references to the University's Employment Equity Policy. For example, paragraph III.B.2.(7)(a) of the Yip Report would allow the timing of tenure consideration, with appropriate safeguards, to be altered, such that "...there may be very good academic or personal reasons, *including parenting and maternity*, for the decision to be made either earlier or later" (emphasis added). As another example, the Preamble of the Policy and Procedures on the Appointment of Academic Administrators states that "Searches for, and appointment of, academic administrators shall be made in conformity with the University's employment equity objectives". While the revisions accommodate more extensively the needs of members of the designated groups, the accommodations constitute good policy development that advantages all employees. Copies of these two documents may be obtained from the Office of Governing Council.

Unionized Administrative Staff Collective Agreements Review

During the past year, many of the collective agreements governing University unionized administrative staff came up for renewal. Most of those renegotiated agreements include an expanded and strengthened commitment to achieving employment equity. Provisions are also included in most agreements for the establishment of a joint Employment Equity committee of University management and

union representatives to develop an employment equity program for that union. One component of the program will be the development of an appropriate method to review employment policy or practice clauses in the respective collective agreements. The Employment Equity Co-ordinator will be a participant of each of the joint Employment Equity committees.

PRESIDENTIAL ADVISORY COMMITTEE ON RACE RELATIONS AND ANTI-RACISM INITIATIVES

The final report of the Presidential Advisory Committee on Race Relations and Anti-Racism Initiatives (PACRRARI), established in June 1991, was submitted to the President in the Fall 1992. The President circulated the report widely throughout the University community and relevant constituencies in Toronto, inviting comment.

The Committee's mandate was to advise and make recommendations to the President on issues relevant to visible minority and Aboriginal employees and students. The approximately forty committee members were drawn from the community as well as the University. There were five sub-committees established, each submitting numerous recommendations for the final report. The sub-committees were: Campus Experience and Life; Curriculum; Employment Equity; Institutional and Structural Issues; Recruitment, Admissions and Retention. Recommendations of the Employment Equity Sub-Committee include: employment equity education and training seminars should be centrally funded; all interviewing panels should include persons with employment equity knowledge and experience; individuals whose job functions include the implementation of employment equity standards should have a firm commitment to the goals of the policy.

Each of the recommendations of the sub-committees has been assigned to the appropriate vice-president for implementation. A progress report on implementation is to be submitted to the President by December 1993.

- 2) **Setting goals consistent with the Policy, and timetables and plans for achieving them and**
- 3) **Implementing programs to facilitate the participation and advancement of designated groups**

These two components relate to the responsibility assigned to the Vice-President and Provost and the Vice-President — Human Resources in the Employment Equity Policy to set overall University goals for faculty and librarians, and administrative staff, respectively. The goals are to address issues of both participation and advancement and are to include strategies to achieve the numerical goals established.

FINLAYSON REPORT

The working group established by Professor Michael Finlayson, Vice-President — Human Resources, setting goals, and strategies for achieving them, for non-unionized administrative staff, was released early in 1992. Highlights of the report were included in last year's Annual Report.

FOLEY REPORT

The working group established by Professor Joan Foley, Vice-President and Provost, released its report in December 1992. Its progress had been slower than that of the Finlayson group because of differences in procedure and difficulties in obtaining suitable comparative data to assess representation of members of the designated groups among academic staff. As was true for non-unionized administrative staff, setting goals for faculty members and professional librarians required that the expected impact of budget cuts be taken into account.

Analysis of the representation of designated groups was done in aggregations of cognate disciplines. The situation for academic staff is complicated because there are generally fewer hiring opportunities, and turnover tends to be lower than for administrative staff. Goals to improve representation in those aggregations, took into account composition of qualified pools and proxies. While it is more difficult to make internal-to-external comparisons of representation of the four designated groups, some Statistics Canada data were found to be appropriate for use in setting goals for hiring women. In the absence of further Statistics Canada data, the University's Race and Ethnicity Survey of Graduate and Undergraduate Enrollment, conducted in the Fall 1991, was found to be the most suitable proxy when hiring goals for visible minorities were considered. The working group aimed to develop concrete, numerically expressed hiring goals. However, since the overall representation of Aboriginal peoples and persons with disabilities in the academic staff is extremely low, a short-term goal of simply "more" was considered realistic for these two groups.

The working group also suggested appropriate strategies for achieving the hiring goals. The strategies include: procedures regarding the recruitment and hiring of academic staff; pro-active measures to recruit and retain designated group members in graduate programs; and flexibility in considering designated group applicants for admission into academic programs. The report states clearly that employment equity reaffirms merit as the sole basis of employment decisions.

Implementation of the first two strategies of the Foley report has begun. The first strategy deals with advertisements for faculty and librarian positions carrying appropriate indication that the University is actively interested in recruiting members of designated groups to its academic staff. Professor Foley's memorandum of January 1993 informed Principals and Deans of the statement to be included in future advertisements. The second strategy requires statistical tables showing the number of male and female applicants, and the number identified as being from each of the four designated groups from among those who were invited to interviews. Implementation of this strategy was initiated pursuant to Professor Foley's memorandum of June 1993 to Principals, Deans, Academic Directors and Chairs. These two memoranda are attached as Appendices "B" and "C", respectively.

UNION GOALS AND STRATEGIES

As described earlier, joint Employment Equity committees of University management and union representatives, authorized by the collective agreements, will be formed during 1993-1994. The joint committees provide an appropriate forum for proposing goals and strategies for the development of a work plan appropriate to each union. The Employment Equity Co-ordinator will be a participant of each of the joint committees.

EDUCATION AND TRAINING

Both the Finlayson and Foley reports identified strategies designed to achieve the numerical goals established for each of the four designated groups. Employment equity education and training seminars are an essential component of any strategy to achieve employment equity goals. Additionally, the Employment Equity Policy states that all staff are responsible for the encouragement of behaviour, language and attitudes which will create a favourable University environment, free of discriminatory actions and stereotyping. It is important for all staff to receive information about employment equity if such an environment is to be created. The information must also be relevant to the responsibilities and functions of each staff member.

In November 1992, the Office of the Employment Equity Co-ordinator, with the assistance of an external consultant, began its delivery of employment equity seminars. Since then, "Valuing Diversity", a half-day seminar, has been delivered to five groups of members of the Senior Management Group. The seminar format combines presentations and discussion. The Employment Equity Co-ordinator began with highlights of the University's initiatives in implementing employment equity. Mr. Trevor Wilson, President of Omnibus Consulting Inc., a company specializing in employment equity issues, reviewed the theory of employment equity, covering issues such as the changing workforce and population demographics; the cycle of stereotypes, prejudice, discrimination and how to break the cycle; and intentional and unintentional discrimination.

"Valuing Diversity" was also delivered during April 1993 to members of the Human Resources Department, together with a half-day workshop on how to apply employment equity principles.

In June 1993, the Employment Equity Co-ordinator, presented, with Dr. Frances Henry, a parallel pilot seminar for senior academic administrators. Dr. Henry is a professor of Anthropology at York University, a specialist in race and ethnic relations, and a principal of Equal Opportunity Consultants. With input from the participants, the pilot is being recast into a more appropriate format for delivery during 1993-1994.

It is the intention of the Office of the Employment Equity Co-ordinator that all members of the University receive employment equity information and education appropriate to and useful for their particular roles within the University.

SPECIAL INITIATIVES

During 1993-1994, initiatives will be undertaken to design and co-sponsor, with the Status of Women Office and the Race Relations and Anti-Racism Initiatives Office, projects relating to women and members of visible minorities. Stronger links will also be established with Aboriginal Peoples and Persons with Disabilities through the University offices which serve these communities. These projects and programs will give effect to the strategies relating to members of the designated groups identified in the Finlayson and Foley Working Groups reports on employment equity.

Although gay men and lesbians are not identified as a designated group for purposes of employment equity, the proscription in the *Ontario Human Rights Code* against discrimination on the basis of sexual orientation is reflected in both the Employment Equity Policy and the University Statement on Human Rights. The Employment Equity Policy states that the University "upholds" the *Code*, and that it "will not under any circumstances permit employment practices and procedures in contravention of it". This aspect of the Policy addresses the most obvious forms of discrimination based on sexual orientation. The Employment Equity Policy also states that all staff are responsible to encourage behaviour, language and attitudes which will create "a favourable University environment, free of discriminatory actions and stereotyping". Accordingly, issues addressing fairness, equity in employment, and non-discrimination on the basis of sexual orientation, are included in all seminars on employment equity. Specific references to homophobia are made when citing the need for a more positive and inclusive environment at the University. We are also exploring whether additional strategies might be developed for addressing the subtler forms of exclusion on the basis of sexual orientation.

- 4) **Making reasonable accommodation for differences related to designated group membership**

Reasonable accommodation for differences related to designated group membership can take many forms. Accommodation is most frequently associated with the accommodation of persons with disabilities. Accommodation might, however, include special leave provisions to accommodate the observance of traditions of persons from different cultural and religious groups. With an increasingly diverse workforce, the University must be vigilant that accommodations of employees' needs or differences related to designated group membership are considered.

TASK FORCE ON ACCOMMODATION OF PERSONS WITH DISABILITIES IN EMPLOYMENT

In the Spring 1991, a Task Force on Accommodation of Persons with Disabilities in Employment at the University was established. Its mandate was to review the University's present approaches to continuing employment of current employees and job applicants whose performance of duties requires accommodation of a disability. It was asked to determine the University's legal obligations and to recommend actions required to meet these obligations while fulfilling the commitments to employment equity for persons with disabilities.

Current employees include those who develop a chronic or periodic disability while employed, and those returning from Long-Term Disability or Workers' Compensation. The task force addressed issues for all staff categories, both full-time and part-time. The Employment Equity Co-ordinator and the Co-ordinator, Special Services were advisors to the task force.

The task force completed its report and submitted it, complete with 37 recommendations to the Vice-President — Human Resources in September 1992. The general conclusion was that the University has a legal obligation to provide accommodation to persons with disabilities who are employed by or may seek employment with the University. This obligation is an institutional one and beyond the particular circumstances of individual departments. The report proposed that a policy and procedural framework be devised which supports local autonomy and responsibility for the provision of accommodation by providing: a clear statement of policy; procedures which provide a single point of contact with staff and resources available to assist in providing accommodation; central funding for costs associated with the provision of accommodation; information on the requirement to provide accommodation; and, education on the issues of disability in the workplace.

Specific accommodation issues and recommendations were grouped into three areas: Initial Recruitment and Career Progression; Return to Work Following Long Term Disability, Workers' Compensation or Short Term Sickness Leave; and Retention of Employees who Develop a Chronic or Degenerative Disability.

Under the general management of and co-ordination by the Director of the Environmental Health and Safety section of the Human Resources Department, initiatives on many of the recommendations will be implemented during 1993-1994. These initiatives will be supported by funding for an accommodation program which will include an accommodation co-ordinator, additional physician time and a central accommodation fund to assist departments in providing accommodation when no funds are available within the department. In addition to meeting our legal and policy obligations, we anticipate that a more effective approach to the provision of accommodation should also produce savings to the University on costs of Long Term Disability, Workers' Compensation and Short Term Sickness Leave.

The task force also learned of situations in which adaptive equipment was required to enable a current University employee to perform essential job duties. Ms. Beverly Biderman, of the University of Toronto Computing and Communications Planning and Co-ordination group, identified problem areas in her "Report on Technology-Based Services to Persons with Disabilities" in January 1992. Responding to the task force's recommendation in this regard, Computing and Communications and the Office of Special Services, jointly, will be hiring an adaptive technology specialist and establishing an adaptive technology resource centre for use by both staff and students. Costs associated with individual cases will be paid from the accommodation fund.

PHYSICAL DEMANDS ANALYSIS

A project of conducting a Physical Demands Analysis (PDA) on University jobs began in July 1992, and is ongoing. A PDA is a written description, based on observation and an employee interview, of the actual physical work performed by an employee in carrying out his or her job, that is, the movements and actions required to complete a task within a specific work environment using specific tools and devices. Specifically, the position includes participating with Human Resources staff to identify priorities for PDAs of jobs at the University; arranging and conducting on-site interviews with supervisors and employees and observing the employees at work to complete PDAs for the selected jobs; compiling an inventory of PDAs completed and reviewing current job descriptions to ensure consistency or recommend revision to reflect accurately the physical demands. The Analyst also spends time training Personnel and Labour Relations Officers on the method of completing PDAs, so the PDAs can be kept current once the project

of providing initial PDAs has been completed.

A PDA for a job allows a better assessment to be made of the ability and readiness of employees on Long Term Disability or Workers' Compensation to return to their jobs, or to assist in planning modified work or placement in another position. To the extent we are able to move into outreach recruitment, the availability of PDAs will greatly facilitate hiring and planning for any accommodation which may be required. Having PDAs will also improve our ability to return to work staff who through accident or illness acquire a disability.

GOVERNMENT REPORTING

The University has reporting obligations to all three levels of government:

- Federal — In September 1986, the University signed a commitment to implement employment equity pursuant to the Federal Contractors Program (FCP), thereby remaining eligible to bid on federal government research and printing contracts over \$200,000. The requirements of the FCP are consistent with the principles of the University's Employment Equity Policy.
During 1990-91, Employment and Immigration Canada conducted an audit of the University's Employment Equity Program, and found the University to be in compliance with all requirements of the FCP criteria. Follow-up reviews are conducted at two-year intervals. The University's first follow-up review is scheduled for Winter 1993-1994.
- Provincial — Proposed legislation requiring Ontario employers to implement and report on employment equity was tabled in the Ontario Legislature in June 1992 as Bill 79. The Bill sets forth many principles to be followed in implementing employment equity and outlines all of the general obligations of employers. Details of most of the critical requirements, however, were left for inclusion in the regulations. Draft regulations were released in June 1993, at the time the Bill received second reading.

As consultations are scheduled to start in July 1993 and continue until the end of October 1993, it is difficult to know what the final version of the Bill and regulations will require. Few groups are pleased with the regulations: many of the interest groups, representing members of the designated groups, feel the regulations do not go far enough; many unions feel there is not enough recognition given to seniority; and many businesses feel the regulations go too far and will hamper their ability to continue their business operations.

There are four main requirements that are absolutely certain to remain: to conduct a workforce survey, to conduct an employment systems review, to prepare an employment equity plan, and to consult extensively with employee associations and unions before, during and after every aspect of employment equity planning and implementation.

Initial analysis of the draft regulations indicates that the University's initiatives to implement employment equity have positioned it fairly well. Of particular importance to the University is that recognition may be given to initiatives already undertaken, if those initiatives meet certain criteria. For example, the University's workforce survey, conducted in 1989 and ongoing, may well qualify, and not need to be redone at this time. It is less certain whether the employment systems reviews conducted over the last couple of years, will similarly qualify.

Third reading of the Bill is expected to occur late in the Fall 1993, with the legislation coming into force early in 1994. It is impossible to predict exactly what the final version will mean for the University.

- Municipal — Employment equity data on the designated group representation and distribution in the University's workforce were reported to the City of Toronto in 1989 and 1991. The report was required by the City for the University to remain eligible to be a supplier to the City. There has been no further information regarding future program or reporting requirements.

UNIVERSITY OF TORONTO DATA

The numerical representation and distribution of designated group employees within the University's workforce is one measure of the University's progress towards the achievement of employment equity. In order to use the best and most complete internal data available, University data for women are drawn from personnel records. University data for Aboriginal peoples, members of visible minorities and persons with disabilities (including those on Long Term Disability and Workers' Compensation) are, and can only be, drawn from those who responded to the 1989 Employment Equity Workforce Survey. Workforce data are kept current and up-to-date by giving to all new employees the same self-identification questionnaire to complete as that distributed in 1989. Similarly, employment equity data for those who leave the University are removed. To ensure appropriate comparisons, data in Annual Reports are as on April 30th of the reporting year. The data in this Report are as on April 30, 1993.

On May 1, 1992, the University of Toronto Press separated from the University. Where used, the data for April 30, 1991 and April 30, 1992 have, therefore, been adjusted to exclude the U of T Press employees who left, ensuring proper comparisons. There were 181 non-unionized administrative and 98 unionized administrative staff, for a total of 279 people, who left with the Press.

The University's "Assurance of Confidentiality" accompanies the self-identification questionnaire, and governs all use of the data collected. The Assurance states that "Only summary reports will be released. No individual will be identified." Accordingly, where it might be possible to identify characteristics of specific individuals, we have suppressed the data to ensure confidentiality. Percentages generated by or derived from these data have also been suppressed.

Data on the representation and distribution of designated group members in the University's workforce on a specific date are described as "stock" data. In this report, tables reporting stock data include changes in percent of representation and distribution relative to figures in earlier Annual Reports. Any discrepancies in the numbers showing the changes are due to rounding.

Data on hiring, terminations and promotions are described as "flow" data. They report activity which occurs over a period of time. It is these activities which produce the changes in the representation and distribution of designated group members in the workforce.

Details of the 12 Abella occupational categories are attached as Appendix "D".

Table 1

REPRESENTATION OF THE UNIVERSITY OF TORONTO WORKFORCE BY DESIGNATED GROUP AND STAFF CATEGORY

	All Staff			Faculty			Professional Librarian			Non-Union Administrative			Administrative Unionized		
	Apr-91	Apr-93	Change in%	Apr-91	Apr-93	Change in%	Apr-91	Apr-93	Change in%	Apr-91	Apr-93	Change in%	Apr-91	Apr-93	Change in %
% Women	46.66%	46.70%	0.03	23.26%	23.82%	0.56	77.58%	78.95%	1.4	67.61%	67.58%	-0.04	42.71%	40.72%	-2.0
% Aboriginal People	0.24%	0.36%	0.11	0.12%	0.13%	0.01	0.00%	0.00%	0.0	0.26%	0.37%	0.11	0.61%	1.01%	0.4
% Visible Minorities	15.99%	16.93%	0.93	9.56%	9.45%	-0.11	8.84%	9.70%	0.9	20.66%	22.43%	1.77	19.73%	19.75%	0.0
% Persons with Disabilities	4.85%	4.68%	-0.16	3.99%	3.91%	-0.08	6.12%	5.22%	-0.9	4.68%	4.29%	-0.39	7.87%	8.30%	0.4

SOURCES:

University of Toronto data for Women are drawn from personnel records as at April 30, 1991 and April 30, 1993.
University of Toronto data for Aboriginal People, Visible Minorities and Persons with Disabilities (including those on Long-Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, as at April 30, 1991 and April 30, 1993.

This table presents data on the representation or composition of the University's workforce by designated group status for all staff and for each of the four staff categories: faculty, professional librarians, non-unionized administrative staff and unionized administrative staff. The changes shown are from from May 1, 1991 to April 30, 1993.

The largest positive change is the increase of 1.77% in members of visible minorities in the non-unionized administrative staff. The other changes are all sufficiently small as to be virtually negligible

Table 2

REPRESENTATION OF UNIVERSITY OF TORONTO FACULTY AND PROFESSIONAL LIBRARIANS BY DESIGNATED GROUP WITHIN ABELLA CATEGORY
(Including National Availability Data for All Major Occupational Unit Groups in University of Toronto Workforce)

UNIVERSITY OF TORONTO WORKFORCE																		
ABELLA	EMPLOYMENT EQUITY OCCUPATIONAL GROUPS	STAFF CATEGORY	All Employees						Total Survey Respondents	Aboriginal Peoples			Visible Minorities			Persons With Disabilities		
			Total#	Men		Women		Change in %		#	%	Change in %	#	%	Change in %	#	%	Change in %
				#	%	#	%											
1	Upper Level Managers	Faculty	32	25	78.1	7	21.9	5.2	28	0.0	0	0	2	7.1	3.5	2	7.1	0
		Librarian	1	0	0	1	100.0	0.0	1
2	Middle or Other Managers	Faculty	116	102	87.9	14	12.1	0.5	97	0.0	0	0	5	5.2	-2.3	4	4.1	-0.6
		Librarian	31	9	29	22	71.0	1.0	28	0.0	0	0	2	7.1	3.4	2	7.1	-0.3
3	Professionals	Faculty	3009	2278	75.7	731	24.3	0.5	2203	3.0	0.1	0	213	9.7	0	85	3.9	0
		Librarian	120	23	19.2	97	80.8	1.7	105	0.0	0	0	11	10.5	0.4	5	4.8	-1.1
		Total Faculty	3157	2405	76.2	752	23.8	0.6	2328	3.0	0.1	1.3	220	9.5	-0.1	91	3.9	-0.1
		Total Librarian	152	32	21.1	120	78.9	1.4	134	0.0	0.0	0.0	13	9.7	0.9	7	5.2	-0.9

EXTERNAL AVAILABILITY STATISTICS

ABELLA	EMPLOYMENT EQUITY OCCUPATIONAL GROUPS	STAFF CATEGORY	Population Aged 15+ Who Worked In 1985 or 1986 Canada				% Persons With Disabilities, Aged 15-64, Who Worked Anytime In 1981-1986 Canada
			%	%	%Aboriginal	%Visible	
			Men	Women	Peoples	Minorities	
1	Upper Level Managers	Faculty	84.8	15.2	1.1	4.3	1.6
		Librarian	-	-	-	-	-
2	Middle or Other Managers	Faculty	69.6	30.4	1.5	2.4	1.9
		Librarian	41.1	58.9	4.1	3.4	n/a
3	Professionals	Faculty	71.6	28.4	0.8	9	1.6
		Librarian	19.1	80.9	1.2	4.9	2.3

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at April 30, 1993. University of Toronto data for Aboriginal Peoples, Visible Minorities and Persons with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993. External data are drawn from CEIC Availability Reports, 1988, including the Statistics Canada, 1986 Health Activity Limitation Survey.

NOTE: Totals reported for national availability data include only those Major Occupational Groups (SOC) represented in the University of Toronto Workforce.

This table shows the distribution of members of the four designated groups, grouped by Abella occupational category, for faculty and professional librarians. The changes shown are from from May 1, 1991 to April 30, 1993.

In two of the three categories for female faculty, the University's percentages are lower than that of the external comparison data. For faculty who are members of visible minorities or persons with disabilities, the University's percentages in all three categories are higher than those in the external comparison data. The University's percentages of Aboriginal peoples are lower in all three categories of faculty.

For librarians, percentages of women at the University in all three categories are higher than or virtually the same as those in the external comparison data. For librarians who are members of visible minorities, the University's percentages are higher in two and lower in one. For librarians who have disabilities, the University's percentages are up in one category, down in one and unknown in the third. The University's percentages of Aboriginal peoples are lower in all three categories of librarians.

Table 3

REPRESENTATION OF UNIVERSITY OF TORONTO NON-UNIONIZED ADMINISTRATIVE STAFF BY DESIGNATED GROUP WITHIN ABELLA CATEGORY (INCLUDING RELEVANT EXTERNAL AVAILABILITY DATA FOR ALL MAJOR OCCUPATIONAL GROUPS IN THE UNIVERSITY OF TORONTO WORKFORCE)																	
UNIVERSITY OF TORONTO WORKFORCE												EXTERNAL AVAILABILITY STATISTICS Population Aged 15+ Who Worked In 1985 or 1986 Canada / Toronto (see Note 2)					
ABELLA	EMPLOYMENT EQUITY OCCUPATIONAL GROUPS	All Employees					Total Survey Respondents	Aboriginal Peoples			Visible Minorities			% Men		% Women	
		Total#	# Men	% Men	# Women	% Women		#	%	Change in %	#	%	Change in %				
	1 Upper Level Managers	7	6	85.7	1	14.3	7	0	0.0	0.0	0	0.0	0.0	84.8	15.2	1.1	4.3
	2 Middle or Other Managers	329	143	43.5	186	56.5	301	4	1.3	1.0	26	8.6	2.7	64.1	35.9	1.4	5.0
	3 Professionals	525	268	51.0	257	49.0	413	3	0.7	0.5	79	19.1	2.8	47.0	53.0	1.3	9.0
	4 Semi-Professionals & Technicians	849	382	45.0	467	55.0	663	0	0.0	0.0	166	25.0	2.6	55.7	44.3	0.9	16.4
	5 Supervisors	188	43	22.9	145	77.1	169	0	0.0	0.0	37	21.9	1.5	44.0	56.0	1.0	16.2
	6 Foremen/women	52	45	86.5	7	13.5	40	0	0.0	0.0	6	15.0	1.4	91.5	8.5	0.7	8.6
	7 Clerical Workers	1430	139	9.7	1291	90.3	1215	3	0.2	-0.1	322	26.5	1.5	21.0	79.0	1.0	16.4
	8 Sales Workers	2	2	100.0	0	0.0	**	**	**	**	**	**	**	44.3	55.7	0.8	13.1
	9 Service Workers	27	21	77.8	6	22.2	25	0	0.0	0.0	5	20.0	-2.2	73.4	26.6	1.0	20.0
	10 Skilled Crafts and Trades Workers	88	85	96.6	3	3.4	65	0	0.0	0.0	10	15.4	0.7	89.6	10.4	1.0	17.0
	11 Semi-skilled Manual Workers	14	12	85.7	2	14.3	10	0	0.0	0.0	2	20.0	3.3	80.1	19.9	0.7	15.4
	12 Other Manual Workers	39	5	12.8	34	87.2	25	1	4.0	-2.5	5	20.0	0.6	60.3	39.7	1.0	13.0
	ALL TOTALS	3550	1151	32.4	2399	67.6	2934	11	0.4	0.1	658	22.4	1.8	51.7	48.3	1.2	9.4

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at April 30, 1993. University of Toronto data for Aboriginal Peoples and Visible Minorities are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993. External data are drawn from CEIC Availability Reports, 1988.

Notes: (1) Data on Persons with Disabilities (including those on Long Term Disability and Workers' Compensation) are reported in Table 3 (a).
(2) Totals reported for external availability data include only those Major Occupational Groups (SOC) represented in the University of Toronto Workforce. National data for Abellas 01-03, and Toronto data for Abellas 04-12 are shown, to represent the corresponding recruiting tendencies.

TABLE 3(a) REPRESENTATION OF PERSONS WITH DISABILITIES WITHIN THE UNIVERSITY OF TORONTO NON-UNIONIZED AMDINISTRATIVE STAFF WITHIN ABELLA CATEGORY (INCLUDING RELEVANT EXTERNAL AVAILABILITY DATA FOR ALL MAJOR OCCUPATIONAL GROUPS IN THE UNIVERSITY OF TORONTO WORKFORCE)

UNIVERSITY OF TORONTO WORKFORCE											EXTERNAL AVAILABILITY STATISTICS	
											Persons with Disabilities Aged 15-64 Who Worked Anytime Between 1981 and 1986	
EMPLOYMENT EQUITY ABELLA OCCUPATIONAL GROUPS	All Employees						Total Survey Respondents	Persons With Disabilities			Canada/Toronto (See Note 2)	
	Total #	# Men	% Men	# Women	% Women	Change in %		#	%	Change in %		%
1 Upper Level Managers	7	6	85.7	1	14.3	3.2	7	0	.0	0.0	1.8	
2 Middle or Other Managers	329	143	43.5	186	56.5	1.4	301	5	1.7	-1.7	3.3	
3 Professionals	525	268	51.	257	49.	0.7	413	15	3.6	0.0	3.1	
4 Semi-Professionals & Technicians	849	382	45.	467	55.	0.0	663	34	5.1	-0.7	n/a	
5 Supervisors	188	43	22.9	145	77.1	-3.5	169	5	3.0	0.2	6.8	
6 Foremen/women	52	45	86.5	7	13.5	0.0	40	2	5.0	2.7	n/a	
7 Clerical Workers	1430	139	9.7	1291	90.3	-0.1	1215	51	4.2	-0.2	4.2	
8 Sales Workers	2	2	100.	0	0	-40.0	1	**	**	**	5.9	
9 Service Workers	27	21	77.8	6	22.2	0.8	25	4	16.0	1.2	5.2	
10 Skilled Crafts and Trades Workers	88	85	96.6	3	3.4	-1.9	65	4	6.2	0.3	n/a	
11 Semi-skilled Manual Workers	14	12	85.7	2	14.3	7.6	10	2	20.0	-5.0	9.8	
12 Other Manual Workers	39	5	12.8	34	87.2	-0.9	25	4	16.0	3.1	7.1	
TOTALS	3550	1151	32.4	2399	67.6	0.0	2934	126	4.3	-0.4	4.7	

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at April 30, 1993. University of Toronto data for Persons with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993. External data are drawn from Statistics Canada, 1986 Health Activity Limitation Survey, as given in CEIC Availability Reports, 1988.

NOTES: 1) External availability data for the Toronto region are unavailable for some Abella
(2) Totals reported for external availability data include only those Major Occupational Groups (SOC) represented in the University of Toronto Workforce. National data for Abellas 01-03, and Toronto data for Abellas 04-12 are shown, to represent the corresponding recruiting tendencies.

These tables show the distribution of members of the four designated groups, grouped by Abella occupational category, for non-unionized administrative staff. The changes shown are from from May 1, 1991 to April 30, 1993.

The negative change of 40% for women in the Sales category is based on extremely small numbers: a total of five positions in 1991, when adjusted for the absence of the University of Press employees, and two in 1993. Given the small number of positions in this category, any change is virtually meaningless.

The University's percentages of women are generally higher than those of the external availability data. In all but one category, the University's percentages of Aboriginal peoples are lower than in the external comparison data. With two exceptions, the percentages for members of visible minorities are higher. Certain of the external availability data for persons with disabilities are not available; in some categories where they are, the University's percentages are higher and in some, lower.

Table 4

REPRESENTATION OF UNIVERSITY OF TORONTO UNIONIZED ADMINISTRATIVE STAFF BY DESIGNATED GROUP WITHIN ABELLA CATEGORY
(INCLUDING RELEVANT EXTERNAL AVAILABILITY DATA FOR ALL MAJOR OCCUPATIONAL GROUPS IN THE UNIVERSITY OF TORONTO WORKFORCE)

UNIVERSITY OF TORONTO WORKFORCE														EXTERNAL AVAILABILITY STATISTICS Population Aged 15+ Who Worked In 1985 or 1986 Toronto			
EMPLOYMENT EQUITY ABELLA OCCUPATIONAL GROUPS	Total#	All Employees					Total Survey Respondents	Aboriginal Peoples			Visible Minorities			% Men	% Women	% Aboriginal Peoples	% Visible Minorities
		#	%	#	%	Change in %		#	%	Change in %	#	%	Change in %				
		Men	Men	Women	Women												
4 Semi-Professionals & Technicians	11	5	45.5	6	54.5	7.2	8	0	.0	.0	0	.0	-9.1	28.1	71.9	.8	31.7
6 Foremen/women	5	4	80.0	1	20.0	20.0	4	0	.0	.0	1	25.0	25.0	97.5	2.5	.7	5.8
7 Clerical Workers	301	109	36.2	192	63.8	-2.3	215	3	1.4	1.0	91	42.3	1.7	22.3	77.7	1.0	16.9
9 Service Workers	107	79	73.8	28	26.2	-12.1	65	0	.0	.0	10	15.4	-1.5	55.0	45.0	1.2	22.0
10 Skilled Crafts and Trades Workers	197	187	94.9	10	5.1	-2	140	1	.7	.0	18	12.9	.6	96.3	3.7	.7	12.4
11 Semi-skilled Manual Workers	117	110	94.0	7	6.0	.9	87	1	1.1	.0	12	13.8	-.5	93.1	6.9	1.2	12.6
12 Other Manual Workers	399	180	45.1	219	54.9	-1.0	276	3	1.1	.4	25	9.1	.0	68.6	31.4	1.1	15.0
ALL TOTALS	1137	674	59.3	463	40.7	-2.0	795	8	1.0	.4	157	19.7	.0	54.3	45.7	1.0	16.5

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at April 30, 1993. University of Toronto data for Aboriginal Peoples and Visible Minorities are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993. External data are drawn from CEIC Availability Reports, 1988.

NOTES: (1) Data on Persons With Disabilities (including those on Long Term Disability and Workers' Compensation) are reported in Table 4(a).
(2) Totals reported for external availability data include only those Major Occupational Groups (SOC) represented in the University of Toronto Workforce.

TABLE 4(a) REPRESENTATION OF PERSONS WITH DISABILITIES WITHIN THE UNIVERSITY OF TORONTO UNIONIZED ADMINISTRATIVE STAFF WITHIN ABELLA CATEGORY
(INCLUDING RELEVANT EXTERNAL AVAILABILITY DATA FOR ALL MAJOR OCCUPATIONAL GROUPS IN THE UNIVERSITY OF TORONTO WORKFORCE)

UNIVERSITY OF TORONTO WORKFORCE											EXTERNAL AVAILABILITY STATISTICS Persons with Disabilities Aged 15-64 Who Worked Anytime Between 1981 and 1986			
EMPLOYMENT EQUITY ABELLA OCCUPATIONAL GROUPS	Total #	# Men	% Men	# Women	% Women	Change in %	Total Survey Respondents	Persons With Disabilities			Toronto %			
								#	%	Change in %				
4 Semi-Professionals & Technicians	11	5	45.5	6	54.5	7.2	8	0	.0	.0	n/a			
6 Foremen/women	5	4	80.0	1	20.0	20.0	4	1	25.0	-25.0	n/a			
7 Clerical Workers	301	109	36.2	192	63.8	-2.3	215	17	7.9	.2	4.2			
9 Service Workers	107	79	73.8	28	26.2	-12.1	65	3	4.6	-2.4	5.2			
10 Skilled Crafts and Trades Workers	197	187	94.9	10	5.1	-.2	140	10	7.1	.3	n/a			
11 Semi-skilled Manual Workers	117	110	94.0	7	6.0	.9	87	8	9.2	.9	9.8			
12 Other Manual Workers	399	180	45.1	219	54.9	-1.0	276	27	9.8	1.4	7.1			
TOTALS	1137	674	59.3	463	40.7	-2.0	795	66	8.3	.4	4.7			

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at April 30, 1993. University of Toronto data for Persons with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993. External data are drawn from Statistics Canada, 1986 Health Activity Limitation Survey, as given in CEIC Availability Reports, 1988.

NOTES: 1) External availability data for the Toronto region are unavailable for some Abella
(2) Totals reported for external availability data include only those Major Occupational Groups (SOC) represented in the University of Toronto Workforce.

These tables show the distribution of members of the four designated groups, grouped by Abella occupational category, for unionized administrative staff. The changes shown are from May 1, 1991 to April 30, 1993.

Given the small number of five positions in the Foremen/women category, the positive changes of 20% in women and 25% in visible minorities and the negative change of 25% in persons with disabilities are virtually meaningless.

In three of the categories, the percentages of women are higher than those in the

external availability data, lower in three and virtually the same in one. Except in two of the categories, where the percentages are lower than in the external availability data, the percentages of Aboriginal peoples are virtually the same. In three of the categories, the percentages of members of visible minorities are higher, lower in three and virtually the same in one. Certain of the external availability data for persons with disabilities are not available; in some categories where they are, the University's percentages are higher and in some, lower.

Table 5

REPRESENTATION OF NEW HIRES IN THE UNIVERSITY OF TORONTO WORKFORCE BY DESIGNATED GROUP AND STAFF CATEGORY

STAFF CATEGORY	Women		Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
	% of Workforce	% of New Hires	% of Workforce	% of New Hires	% of Workforce	% of New Hires	% of Workforce	% of New Hires
Faculty	23.8	34.0	0.1	0.0	9.5	24.7	3.9	4.3
Professional Librarians	78.9	100.0	0.0	0.0	9.7	0.0	5.2	0.0
Administrative, Non-unionized	67.6	69.8	0.4	2.8	22.4	32.2	4.3	2.1
Unionized	40.7	25.7	1.0	0.0	19.7	11.1	8.3	0.0
ALL STAFF	46.7	50.6	0.4	1.6	16.9	28.5	4.7	2.8

SOURCES: University of Toronto data for Women are drawn from personnel records as at April 30, 1993. University of Toronto data for Aboriginal Peoples, Visible Minorities and Persons with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993.

Note: New Hires are defined as employees hired externally, i.e. from outside University of Toronto, during the period from May 1, 1992 to April 30, 1993, inclusive.

This table presents the number of new appointments to the University for each of the designated groups as a percentage of all new appointments within each staff category, respectively. For comparison purposes, the table includes the representation of each of the four designated groups already at the University in each of the staff categories. A new appointment is defined as a hiring from outside the

University during the period from May 1, 1992 to April 30, 1993, inclusive. Overall, with the exception of persons with disabilities, the University has hired higher percentages of each of the designated groups than are already at the University. The percentages of new hires in unionized administrative staff are lower for each of the designated groups.

Table 5(a)

REPRESENTATION OF NEW TENURE/TENURE STREAM FACULTY HIRES IN THE UNIVERSITY OF TORONTO BY DESIGNATED GROUP

STAFF CATEGORY	Women		Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
	% of Workforce	% of New Hires	% of Workforce	% of New Hires	% of Workforce	% of New Hires	% of Workforce	% of New Hires
FACULTY								
Tenure/Tenure Stream	17.9	32.4	0.1	0.0	6.7	18.8	4.5	6.3
Others	30.6	34.4	0.1	0.0	13.2	26.0	3.1	3.9
ALL TOTALS	23.8	34.0	0.1	0.0	9.5	24.7	3.9	4.3

SOURCES: University of Toronto data for Women are drawn from personnel records as at April 30, 1993. University of Toronto data for Aboriginal Peoples, Visible Minorities and Persons with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993.

NOTES: 1) New Hires are defined as employees hired externally, i.e. from outside University of Toronto, during the period from May 1, 1992 to April 30, 1993, inclusive.

2) "Other" faculty positions include Contractually Limited Term Appointments, Sessionals and other part-time faculty, Tutors and Senior Tutors.

This table presents the number of new tenure/tenure stream faculty appointments to the University, by designated group, as a percentage of all new such appointments. As a comparison, the table also presents the number of new "other" faculty appointments to the University, by designated group, as a percentage of all new such appointments. "Other" faculty positions include Contractually Limited Term Appointments, Sessionals and other part-time faculty, Tutors and Senior Tutors. The percentages for each of the two kinds of faculty appointments in the University

currently held by each of the four designated groups are also included. A new appointment is defined as a hiring from outside the University during the period from May 1, 1992 to April 30, 1993, inclusive.

Only for persons with disabilities, did the percentage of new tenure/tenure stream appointments exceed the percentage of new "other" faculty appointments. Similarly, only for persons with disabilities does the percentage of tenure/tenure stream positions held exceed the percentage of "other" faculty positions held. There were no Aboriginal peoples hired to a faculty position.

Table 6

REPRESENTATION OF TERMINATIONS IN THE UNIVERSITY OF TORONTO WORKFORCE BY DESIGNATED GROUP AND STAFF CATEGORY

STAFF CATEGORY	Women		Aboriginal Peoples		Visible Minorities		Persons with Disabilities	
	% of Workforce	% of Terminations	% of Workforce	% of Terminations	% of Workforce	% of Terminations	% of Workforce	% of Terminations
Faculty	23.8	35.1	0.1	0.0	9.5	21.2	3.9	1.5
Professional Librarians	78.9	87.5	0.0	0.0	9.7	25.0	5.2	0.0
Administrative, Non-unionized	67.6	67.7	0.4	1.1	22.4	18.9	4.3	3.2
Unionized	40.7	31.4	1.0	0.0	19.7	14.3	8.3	21.4
ALL TOTALS	46.7	52.3	0.4	0.6	16.9	19.7	4.7	3.2

SOURCES: University of Toronto data for Women are drawn from personnel records as at April 30, 1993.

University of Toronto data for Aboriginal Peoples, Visible Minorities, and Persons with Disabilities (including those on Long Term Disability or Workers' Compensation), are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993.

Note: Terminations include expiry of appointment, resignation to accept other employment, resignation at the expiry of a leave of absence, resignation for personal reasons involuntary retirement and discharge, for the period May 1, 1992 to April 30, 1993 inclusive.

This table presents, by designated group, the number of people leaving the University as a percentage of all those of the respective staff categories who left. The representation of each of the four designated groups at the University, by staff category, is also shown. The reasons for leaving include expiry of appointment, resignation to accept other employment, resignation at the expiry of a leave of absence, resignation for personal reasons, involuntary retirement and discharge, during the period form May 1, 1992 to April 30, 1993, inclusive. Voluntary retirements and deaths are excluded.

Overall, with the exception of persons with disabilities, slightly more designated group members of each staff category have left the University, than are currently at the University. The percentages vary among the designated groups and the staff categories. The discrepancies are particularly large for faculty and professional librarians who are visible minorities: 21.2% to 9.5% and 25.0% to 9.7%, respectively. These discrepancies may be reflective of the climate at the University. The discrepancy for persons with disabilities in unionized administrative staff is 21.4% to 8.3%. This discrepancy may be reflective of injuries received performing unionized job functions.

Table 7

REPRESENTATION OF PROMOTIONS OF UNIVERSITY OF TORONTO NON-UNIONIZED ADMINISTRATIVE STAFF BY DESIGNATED GROUP

All #	Women			# of Surveys	Aboriginal			Visible Minorities			Persons with Disabilities		
	#	%	%		#	%	%	#	%	%	#	%	%
Promoted	Promoted	Promoted	Workforce		Promoted	Promoted	Workforce	Promoted	Promoted	Workforce	Promoted	Promoted	Workforce
73	53	72.6%	67.6%	66	0	0.0%	0.4%	8	12.1%	22.4%	2	3.0%	4.3%

SOURCES: University of Toronto data for Women are drawn from personnel records as at April 30, 1993.

University of Toronto data for Aboriginal Peoples, Visible Minorities and Persons with Disabilities (including those on Long Term Disability or Workers' Compensation), are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993.

Notes: 1) There is one duplicate (ie one person had two promotions, and is counted twice.)

2) A promotion is defined as a move into a higher salary range, and includes both inter-and intra-departmental promotions, for the period from May 1, 1992 to April 30, 1993, inclusive.

This table presents, for non-unionized administrative staff, the number of promotions received within each of the four designated groups as a percentage of all promotions received. For comparison purposes, the table includes the representation of each of the four designated groups in this staff category. A promotion is defined as a move into a higher salary range, and includes both inter- and intra-departmental promotions. One person received two promotions in the period

covered, and has been counted twice. The data are for the period from May 1, 1992 to April 30, 1993, inclusive.

Only women have been promoted in higher numbers than they represent in the non-unionized administrative staff category.

Table 8

REPRESENTATION OF UNIVERSITY OF TORONTO FACULTY BY DESIGNATED GROUP AND RANK

	All Employees						Total Survey Respondents	Aboriginal Peoples			Visible Minorities			Persons With Disabilities		
	Total#	# Men	% Men	# Women	% Women	Change in %		#	%	Change in %	#	%	Change in %	#	%	Change in %
Professor	1136	1030	90.7	106	9.3	.6	865	1	.1	.0	61	7.1	.0	44	5.1	-.6
Associate Professor	760	585	77.0	175	23.0	1.7	587	1	.2	.0	36	6.1	.0	27	4.6	.2
Assistant Professor	702	479	68.2	223	31.8	.5	474	0	.0	.0	53	11.2	.0	10	2.1	-.1
Lecturer	92	52	56.5	40	43.5	-3.8	49	0	.0	.0	7	14.3	-.2	2	4.1	4.1
Senior Tutor	154	75	48.7	79	51.3	-1.9	112	1	.9	.0	12	10.7	-.4	3	2.7	.1
Tutor / Instructor	99	36	36.4	63	63.6	-.2	77	0	.0	.0	3	3.9	-2.6	0	.0	.0
TOTALS	2943	2257	76.7	686	23.3	-.4	2164	3	.1	.0	172	7.9	-.3	86	4.0	.0

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at April 30, 1993. University of Toronto data for Aboriginal Peoples, Visible Minorities and Persons with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993.

NOTE: 1) Faculty with administrative duties are excluded.

This table shows the representation of each of the four designated groups holding the academic rank of full Professor, Associate Professor, Assistant Professor, Lecturer, Senior Tutor and Tutor/Instructor. The changes in percentage shown are from May 1, 1992 to April 30, 1993. Faculty with administrative duties have been excluded.

It is of note that in moving from Professor to Tutor/Instructor, the percentage of women decreases. Visible minority faculty are concentrated in the ranks of Assistant Professor, Lecturer and Senior Tutor. The highest concentrations of faculty with disabilities are at Professor and Associate Professor ranks, suggesting that disability may be related to age.

TABLE 8(a)

REPRESENTATION OF UNIVERSITY OF TORONTO FACULTY BY DESIGNATED GROUP AND RANK

Rank	Breakdown by Tenure	All Employees						Total Survey Respondents	Aboriginal Peoples		Visible Minorities		Persons With Disabilities	
		Total#	#	%	#	%	#		%	#	%	#	%	
			Men	Men	Women	Women								
Professor	Tenure/Tenure Stream	972	879	90.4	93	9.6	761	1	.1	54	7.1	34	4.5	
	Other	164	151	92.1	13	7.9	104	0	.0	7	6.7	10	9.6	
	All	1136	1030	90.7	106	9.3	865	1	.1	61	7.1	44	5.1	
Associate Professor	Tenure/Tenure Stream	492	365	74.2	127	25.8	411	1	.2	20	4.9	22	5.4	
	Other	268	220	82.1	48	17.9	176	0	.0	16	9.1	5	2.8	
	All	760	585	77.0	175	23.0	587	1	.2	36	6.1	27	4.6	
Assistant Professor	Tenure/Tenure Stream	214	135	63.1	79	36.9	166	0	.0	16	9.6	4	2.4	
	Other	488	344	70.5	144	29.5	308	0	.0	37	12.0	6	1.9	
	All	702	479	68.2	223	31.8	474	0	.0	53	11.2	10	2.1	
Lecturer	Tenure/Tenure Stream	2	1	50.0	1	50.0	2	**	**	**	**	**	**	
	Other	90	51	56.7	39	43.3	47	0	.0	7	14.9	2	4.3	
	All	92	52	56.5	40	43.5	49	**	**	7	14.3	**	**	
Senior Tutor		154	75	48.7	79	51.3	112	1	.9	12	10.7	3	2.7	
Tutor / Instructor		99	36	36.4	63	63.6	77	0	.0	3	3.9	0	.0	
TOTALS	All	All Employees						Total Survey Respondents	Aboriginal Peoples		Visible Minorities		Persons With Disabilities	
		Total#	#	%	#	%	#		%	#	%	#	%	
			Men	Men	Women	Women								
TOTALS	All	2943	2257	76.7	686	23.3	2164	3	.1	172	7.9	86	4.0	
	Tenure/Tenure Stream	1680	1380	82.1	300	17.9	1340	2	.1	90	6.7	60	4.5	
	Other	1263	877	69.4	386	30.6	824	1	.1	82	10.0	26	3.2	

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at April 30, 1993. University of Toronto data for Aboriginal Peoples, Visible Minorities and Persons with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993. External data are drawn from CEIC Availability Reports, 1988, including the Statistics Canada, 1986 Health Activity Limitation Survey.

NOTES: 1) Faculty with administrative duties
2) "Other" faculty positions include Contractually Limited Term Appointments, Sessionals and other part-time faculty, Tutors and Senior Tutors.

This table shows the representation, by rank, of faculty with tenure/tenure stream appointments. It shows, for example, that 9.6% of Professors with tenure/tenure stream appointments are women, 25.8% of Associate Professors with tenure/tenure stream appointments are women, and so on. For comparison purposes,

percentages of faculty holding other appointments in a rank are also shown. In all cases, the percentages of women holding tenure/tenure stream appointments are higher than those holding other appointments. The predominance of one kind of appointment over the other varies for the other designated groups.

Table 8(b) Representation of Designated Group Faculty With Tenure/Tenure Stream Appointments

	All	#T/TS	%T/TS
Total	2943	1680	57.1
Women	686	300	43.7
Aboriginal	3	2	66.7
Visible	172	90	52.3
Disabled	86	60	69.8

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at April 30, 1993. University of Toronto data for Aboriginal Peoples, Visible Minorities and Persons with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to April 30, 1993. External data are drawn from CEIC Availability Reports, 1988, including the Statistics Canada, 1986 Health Activity Limitation Survey.

NOTE: Faculty with administrative duties

This table shows what percentage of faculty who are members of each of the designated groups have tenure/tenure stream positions. For example, 43.7% of female faculty hold tenure/tenure stream positions, 66.7% of faculty who are Aboriginal hold tenure/tenure stream positions, and so on. The percentage of

female faculty holding tenure/tenure stream positions is the lowest percentage of the designated groups. Included for comparison purposes, are the facts that 57.1% of all faculty and 61.1% of male faculty hold tenure/tenure stream positions, respectively.

SUMMARY

Counting

The reporting to date has treated the designated groups as discrete groups. People who are members of more than one group are counted as part of each group of which they are a member. Following are the numbers by staff category:

	Non-Academic	Union	Union
Women & Aboriginal	0	9	2
Women & Visible Minority	61	457	83
Women with a Disability	20	74	25

There are eighteen women who are visible minorities and have a disability. There are no women who are Aboriginal and have a disability. The visible minority and Aboriginal designated groups are mutually exclusive.

Non-Unionized Administrative Staff Goals

The report of the Finlayson employment equity working group established numerical goals for non-unionized administrative staff for a five year period starting May 1, 1992. The goals were expressed as percentage increases needed in the current number of members of each of the four designated groups in the occupational categories where they were under-represented. Goals were established for women and for visible minorities in four specific occupational categories. Goals for Aboriginal peoples and for persons with

disabilities were established for the non-unionized administrative staff category as a whole.

The process involved comparing representation of the four designated groups in the University workforce with their representation in the corresponding internal and external labour pools. The process took into account future hiring opportunities resulting from turnover of staff and the expected impact of budget cuts.

The following table shows:

- * the percentage of positions held by members of the respective designated group, in that category on May 1, 1992, when the goals were established;
- * the projected percentage of positions which members of the respective designated group in that category should hold by April 30, 1997, to meet the five year goal;
- * the increase needed in the percentage of positions to be held by designated group members in a specific category to meet the projected percentage in 1997;
- * the percentage of positions held by members of the respective designated group, in that category on April 30, 1993;
- * progress still required as of April 30, 1993;
- * progress made from May 1, 1992 to April 30, 1993.

Abella Occupational Category	% of Pos'ns Held in May 1992	Projected % of Pos'ns to be Held by April 1997	Increase Needed in % of Pos'ns Held	% of Pos'ns Held in April 1993	Progress Still Req'd as of April 1993	Progress Made During 1992-93
Women						
01 Upper Level Mgrs	20.0%	42.0%	22%	14.3%	27.7%	-5.7%
03 Professionals	49.0%	51.0%	2%	48.9%	2.1%	-0.1%
06 Foremen/Women	10.0%	20.0%	10%	13.5%	6.5%	+3.5%
10 Skilled Crafts & Trades Workers	5.3%	15.3%	10%	3.4%	11.9%	-1.9%
Visible Minorities						
01 Upper Level Mgrs	0.0%	11.0%	11%	0.0%	11.0%	0.0%
02 Middle or Other Mgrs	6.6%	12.6%	6%	7.9%	4.7%	+1.3%
05 Supervisors	20.1%	25.1%	5%	19.7%	5.4%	-0.4%
10 Skilled Crafts & Trades Workers	10.5%	20.5%	10%	11.7%	8.8%	+1.2%
Persons with Disabilities						
	3.7%	5.7%	2%	3.5%	2.2%	-0.2%
Aboriginal Peoples						
	0.2%	1.2%	1%	0.3%	0.9%	+0.1%

Of these ten goals, we have moved forward in only four. For women in the category Foremen/Women, we moved forward 3.5%: we needed an increase of 10%, the progress still needed is 6.5%, resulting in forward movement of 3.5%. For members of visible minorities in the categories for Middle or Other Managers and Skilled Crafts and Trades Workers, we have moved forward 1.3% and 1.2%, respectively. For Aboriginal peoples, we have moved forward 0.1%.

For women in the Abella occupational category for Upper Level Managers

we have moved down 5.7%, leaving progress still required at 27.7%. We also moved down 1.9% in our goal for women in the Abella occupational category for Skilled Crafts and Trades Workers leaving progress still required at 11.9%. There was zero movement for members of visible minorities in Abella occupational category for Upper Level Managers, leaving progress still required at 11.0%.

When the working group established these goals, they set the period for reaching them at five years. These results indicate that in the remaining four

years, much more vigorous efforts are needed than have been exhibited this past year.

Academic Staff Goals

The report of the Foley employment equity working group was released in December 1992. As described earlier in this report, implementation of the first two strategies identified in the report has begun. The memoranda supporting these initiatives are attached as Appendices "B" and "C". It is hoped that the strategies outlined in these memoranda, together with the implementation of other strategies, will have a positive effect on hiring in 1993-1994 and in subsequent years.

Unionized Administrative Staff Goals

As described earlier in this report, joint Employment Equity committees of University management and union representatives will be formed during 1993-1994. It is these committees which will develop numerical goals, and strategies for achieving them, appropriate to each union, respectively. Accordingly, there is no numerical progress to report for unionized administrative staff.

CONCLUSION

A beginning in implementing strategies to achieve employment equity has been made this past year, primarily through the delivery of employment equity education and training seminars. Such seminars are an essential component of any strategy to achieve employment equity. Design and delivery of these seminars were strategies identified in both the Finlayson and Foley reports.

Plans for 1993-1994 include more focussed efforts. Specifically, it is those in positions of authority who have the primary and critical opportunities to effect the strategies that will lead to achieving employment equity. The overarching employment equity priority for the University of Toronto during 1993-1994 must be

APPENDICES

Appendix "A"

UNIVERSITY OF TORONTO EMPLOYMENT EQUITY POLICY

The University of Toronto is committed to employment equity and to achieving and maintaining a workforce representative of those pools of qualified individuals available for recruitment by the University.

The University upholds the Ontario Human Rights Code and will not under any circumstances permit employment practices and procedures in contravention of it. While remaining alert and sensitive to the issue of fair and equitable treatment for all, the University has a special concern with the participation and advancement of members of four designated groups that have traditionally been disadvantaged in employment: women, visible minorities, aboriginal peoples and persons with disabilities.

To act on its commitment to employment equity, the University will, on an ongoing basis:

- Endeavour to ensure that University policies and practices do not have an adverse impact on the participation and advancement of designated group members.
- Set goals consistent with this Policy, and timetables and plans for achieving them.
- Implement programs to facilitate the participation and advancement of designated groups.
- Make reasonable accommodation for differences related to designated group membership.

Subject to University policies on academic freedom, all staff are responsible for the encouragement of behaviour, language and attitudes which will create a favourable University environment, free of discriminatory actions and stereotyping. The Vice-President and Provost and the Vice-President - Human Resources are responsible for setting overall University goals for faculty and librarians, and administrative staff, respectively, consistent with the policies and collective agreements which govern the various staff groups.

The University will maintain open communication on this Policy and on the results of employment equity initiatives, by reporting annually to the University community. For additional information on employment equity at the University of Toronto, contact the Office of the Employment Equity Co-ordinator.

Approved by Governing Council March 28, 1991

Appendix "B"

Text of a memorandum to Principals and Deans (P&D #018 /1992-93) from Joan E. Foley, Vice-President and Provost, dated January 25, 1993.

EMPLOYMENT EQUITY FOR ACADEMIC STAFF AND LIBRARIANS

Attached you will find the Report of the Working Group on Employment Equity for Academic Staff and Librarians. The University has worked conscientiously over the past several years to develop an Employment Equity Policy and to create an atmosphere that makes employment equity a reality throughout its divisions. The report endorses various measures in support of employment equity that the Academic Board has recommended for inclusion in the Policy and Procedures for Academic Appointments, and also recommends additional administrative measures that should be implemented.

In response to recommendation one, I am asking that all advertisements for faculty and librarian positions at any rank contain the following statement:

to ensure that accountability for implementing employment equity becomes one of the responsibilities of academic administrators and administrative directors. That positive changes reported this year have been negligible, would suggest that they may be the result only of the passage of time, rather than good management.

MAJOR PROJECTS FOR 1993-1994

1. Design, in consultation with the Provost's Office, criteria for provostial review committees to assess divisional effectiveness in contributing to the University's employment equity goals. Provostial reviews generally take place in the penultimate year of the term of office of the division head.
2. Develop employment equity plans for each of the unions through participation in the joint Employment Equity committees of University management and the unions.
3. Design and deliver employment equity seminars to academic administrators and continue to deliver employment equity seminars to administrative staff.
4. Monitor developments of provincial employment equity legislation and recommend actions which the University must take to ensure compliance.
5. Prepare the University's second compliance review report for the Federal Contractors Program to demonstrate new initiatives and progress on commitments made in the 1991 compliance review report
6. Compile the University's Employment Equity Plan, which will include overall University goals, the strategies and timetables for achieving them, and a monitoring process.

Alternate formats available on request.

In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples and persons with disabilities.

The following short form may be used only when space restrictions do not permit inclusion of the full statement:

The University of Toronto is an employment equity employer.

It is my intention to implement where practicable the other recommendations in the report, but for this to occur in the most satisfactory way, I need to know what impact you foresee the initiatives may have upon your division. Therefore, I ask that you review the report and its recommendations carefully and send your comments to me or to David Cook before the end of February 1993. I am sure that the University of Toronto will benefit greatly from our continued commitment to employment equity for academic staff and librarians.

Appendix "C"

Text of a memorandum to Principals, Deans, Academic Directors and Chairs (PDAD&C #138 /1992-93) from Joan E. Foley, Vice-President and Provost, dated June 30, 1993.

ACADEMIC APPOINTMENTS PROCESS

More than seven years ago, a memorandum on "Appointments Process" (PDD&C #69, 1985/86) outlined what documentation should accompany recommendations to appoint an individual to an academic position. Since then the University of Toronto has seen many developments take place in its employment equity policy and procedures. Most recently, in December 1992, the Working Group on Employment Equity for Academic Staff and Librarians endorsed various measures in support of employment equity which the Academic Board had recommended for inclusion in the Policy and Procedures for Academic Appointments. As well, the Working Group made several recommendations of its own. It is now appropriate to bring appointment process documentation and practice up-to-date with these developments.

The principle of selecting the most qualified individual for any position remains in place. Nevertheless, there are many actions which departments and divisions can take to ensure that individuals are fairly assessed regardless of their sex, ethnic background or personal disability. Therefore, as of 1 July 1993, a report shall accompany each recommendation to the Provost to appoint an individual to a tenure-stream or tenured faculty position, to a permanent-stream or permanent librarian position, or to a full-time tutor or senior tutor position as specified in PDAD&C #137, 1992/93. The report shall contain the following information:

1. Copies of the advertisements for the position, showing that they carried an appropriate indication of the University's active interest in recruiting members of the four designated groups to its academic staff. (See P&D #018, 1992/93 attached)
2. The membership of the search committee, showing that it included at least one and preferably two members of the sex under-represented in the division or department and, where feasible, a member who belongs to a visible minority or to one of the other designated groups.
3. A description of the special efforts made to draw the position to the attention of applicants from the four designated groups.
4. Statistical tables showing the number of male and female applicants, and the number identified as being from each of the four designated groups from among those who were invited for interviews.
5. If a member of the sex under-represented in the division or department is not chosen, the c.v. of the most qualified individual from among applicants of the under-represented sex will be included, along with a statement to indicate why the best candidate of the under-represented sex was not chosen.

The procedures outlined above have been discussed with and have the concurrence of UTFA.

Communication with the Provost's Office should take place in circumstances where divisions are unable to comply with the provisions of this memorandum, or cannot do so within the time available.

Appendix "D"

DESCRIPTION OF OCCUPATIONAL GROUPS (FROM "EQUITY IN EMPLOYMENT — A ROYAL COMMISSION REPORT, BY JUDGE ROSALIE ABELLA)

UPPER-LEVEL MANAGERS. Those people holding the most senior positions in large firms or corporations. They are responsible for the corporation's policy and strategic planning, and for directing and controlling the functions of the organization. Includes: chief executive officer, president, vice-president, chief operating officers, general managers and divisional heads, and directors who have several middle managers reporting to them or are responsible for the direction of a critical technical function.

MIDDLE MANAGERS. Middle managers receive instructions from upper-level managers and administer the organization's policy and operations through subordinate managers or supervisors. Upper-level managers and middle managers together comprise all managers. Includes: financial, personnel, sales, advertising, purchasing, production, data processing, marketing, and research and development managers.

PROFESSIONALS. These occupations usually require either university graduation or prolonged formal training and often require membership within a professional association. Includes: engineers (civil, mechanical, chemical, electrical, petroleum, nuclear, aerospace, etc.); architects; lawyers; airline pilots and navigators; social workers; biologists; geologists; chemists; economists; psychologists; librarians; accountants; and kindred workers.

TECHNICIANS AND SEMI-PROFESSIONALS. These occupations usually require knowledge equivalent to about two years of post-high school education, such as is offered in many technical institutes and community colleges, and often have further specialized on-the-job training. Technicians possess highly developed manual technical skills. Includes: computer programmers and systems analysts; nurses; physio and occupational therapists; draftsmen and draftswomen; musicians; actors; photographers; illustrating artists; product designers; radio and television announcers; translators and interpreters; writers and editors; specialized inspectors and testers of electronic, electrical, mechanical, etc. products; vocational instructors; technicians (medical, electronic, engineering, architectural, dental, physical science, life science, library, etc.); and kindred workers.

SUPERVISORS. Non-management first-line supervisors of white-collar (clerical, sales, and service) workers. Supervisors may, but do not usually, perform any of the duties of the employees under their supervision. Includes: supervisors of stenographers; typists; account recorders; office machine and electronic data processing operators; library clerks; mail carriers and messengers; salespeople; food and beverage preparers; bookkeepers; receptionists; sales workers; and kindred workers.

FOREMEN/WOMEN. Non-management first-line supervisors of workers in blue-collar jobs. They may, but do not usually, perform any of the duties of the employees under their supervision. Includes: supervisors of machining; construction; heavy equipment operation; mechanical repairers; processing workers (food and beverage, textiles, wood, metals); workers in assembling and repairing; workers in air, railway, and water transportation; printers; excavators and pavers; and kindred workers.

CLERICAL. Includes all clerical work, regardless of difficulty, in which the activities are predominantly non-manual. Includes: bookkeepers; cashiers; collectors (bills and accounts); messengers and office helpers; office machine operators; mail clerks, typists; telephone operators; electronic data processing equipment operators, clerks (production, shipping and receiving, stock, scheduling, ticket, freight, library, reception, travel, hotel, personnel, statistical, general office); and kindred workers.

SALES. Occupations engaged wholly or primarily in selling. Includes: advertising agents; real estate agents; sales workers and sales clerks; stock brokers; insurance agents; travel agents; salespeople of technical and business services; and kindred workers.

SERVICE. Workers who provide personal service. Includes: attendants (hospital and other institutions, including nurses' aides and orderlies); barbers; bartenders; guides; food and beverage serving occupations; travel attendants; housekeepers; childcare occupations; and kindred workers.

SKILLED CRAFTS AND TRADESMEN/WOMEN. Manual workers of a high skill level, having a thorough and comprehensive knowledge of the processes involved in their work. They are frequently journeymen and journeywomen who have received an extensive period of training. Includes: welders; tool and die makers; sheet metal workers; carpenters; plumbers; mechanics and repairers; engravers; stationary engineers; aircraft and railway transport equipment mechanics and repairers; radio and television broadcasting equipment operators; radio and television service repairers; tailors and dressmakers; firemen; and kindred workers.

SEMI-SKILLED MANUAL WORKERS. Manual workers who perform duties that usually require a few months of specific vocational on-the-job training and a formal education which is less than high school completion. Generally, these are workers whose skill level is less than that of skilled crafts and trades workers, but greater than that of unskilled manual workers. Includes: truck and tractor drivers; bus drivers; paving, surfacing, and related occupations; roofers; photographic processors; sound and video recording equipment operators; those in apprenticeship training; textile workers; and kindred workers.

UNSKILLED MANUAL WORKERS. Workers in blue-collar jobs which generally require only a few days or no on-the-job training. The duties are manual, elementary, and require little or no independent judgement. Includes: garage labourers; car washers and greasers; swampers; gardeners (except farm); unskilled railway track workers; labourers performing lifting, digging, mixing, loading, and pulling operations; and kindred workers.



A FAIR HEARING

As chair of Governing Council Annamarie Castrilli provides a listening ear and an open mind

BY SUZANNE SOTO

GOVERNING BOARDS IN AN ACADEMIC environment seem to attract the loquacious — those who love to state their concerns and emphasize their views. In meetings students, professors, alumni and administrators can spend hours verbally dissecting policies and procedures, expounding plans and priorities and debating papers and proposals.

The 1993-94 chair of U of T's Governing Council is not one of these. Annamarie Castrilli "is a very good listener," says Alex Waugh, an administrative staff representative on Council and Woodsworth College's vice-principal and registrar. "People at the University like to talk, they rarely like to listen. As chair, it is vital that somebody be willing to listen and she is certainly that."

Described by other governors as a woman of few words but considerable grace and strength, Castrilli was elected by Council to head the University's governing body last spring. Since taking over the one-year post July 1, the 45-year-old corporate commercial lawyer, community leader, mother of three and former U of T student and lecturer has presided over meetings with aptitude and confidence.

"She has an incredibly good grasp of the University of Toronto," says Robert McGavin, Castrilli's predecessor and senior vice-president of public affairs for the Toronto Dominion Bank. "She knows the campus inside and out. In the four years she worked with me as vice-chair, I found it very valuable to have that kind of experience to count on."

Castrilli, adds Margo Coleman, an alumni representative on Council and the chair of University Affairs Board, is genuinely interested in other people's points and opinions. "She is very open so people feel free to be totally frank with her."

In an interview at her Simcoe Hall office, the soft-spoken, unassuming Castrilli admits that as Council chair she strives to remain neutral and "give everyone else an opportunity to speak." A sense of fairness is crucial. "I welcome as much openness as we can have," she says.

CASTRILLI PROBABLY KNOWS MORE ABOUT U OF T THAN anyone else on Council, mainly because of her long association with the University as student, tutor, lecturer and governor. She entered the University at 17 to study modern languages — her choice offered her an opportunity to delve into her Italian heritage. Castrilli was born in Naples but her family moved to

Toronto in the 1950s. "I wanted to understand the history that my parents talked about at home. Both of them were also well versed in history and languages so my studies were just a continuation of that interest."

She earned a BA in 1969, an MA in Italian and French the following year and then decided to pursue a long-standing interest, the theatre. Her PhD in Italian literature and contemporary drama focused on the work of Neapolitan author and playwright Eduardo de Filippo, whom Castrilli met in Europe. "He was a legend in Italy so it was quite an amazing experience to work closely with him and do research in his archives at his theatre."

nature. In fact, she jokes, "there are some who say that there isn't much difference between contemporary theatre and the practice of law, but I am not one of them."

IN ADDITION TO PROFESSIONAL AND PERSONAL COMMITMENTS, Castrilli has dedicated a substantial portion of her life to serving the community on dozens of boards and committees. Among other activities, she helped found the Italian Canadian Women's Alliance and was a member of the Federal Task Force on Multiculturalism during the 1970s. In the 1980s she acted

as national president of the National Congress of Italian Canadians, served on the board of the Canadian Ethnocultural Council and directed the Canadian Italian Medical Assistance Fund.

More recently she was a director of The Canadian Stage Company, joined the National Coalition on the Constitution and chaired the Federation of Italian Canadian Seniors. Her efforts have been recognized with many awards including the Province of Ontario Volunteer Service Award, a Canada 125 Medal and the National Congress of Italian Canadians' highest honour, the Order of Merit.

Castrilli joined Governing Council in 1987 and became vice-chair two years later. She has been a member of the Presidential Advisory Committee on Race Relations & Anti-Racism Initiatives, chaired the review committee on the Office of the Ombudsperson and was a member of Business Board and the Audit Committee. One of her first tasks as Council chair was to oversee a review of President Robert Prichard's five-year term as president.

Now that the review is finished Castrilli expects to have time to focus on other issues such as working to ensure that budgetary constraints do not adversely affect U of T's work-

ing and learning environment. "I truly believe in the importance of diversity, accessibility and social justice," she says. "I am also very passionate about university autonomy, independent thought, the importance of research and excellence in an academic setting. And the things I believe in are perfectly compatible with the goals of this university."

One term as chair may not be enough time to work on everything she wants so Castrilli may seek a second one. "We'll see how I perform," she says with a laugh, but adds that she is quite prepared to continue serving the University. "Remember, I am a creature of this university. I went to school here and I taught here so I have an abiding love of the University of Toronto. It is in every respect my second home."



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MAKING A WORLD OF DIFFERENCE AT HOME

The Faculty of Education broadens its outlook on teaching by heightening its students' cultural sensibilities

By SUZANNE SOTO

IT IS NOON AT PARKFIELD Junior public school in Etobicoke and the school's small gymnasium is abuzz with the rattle and hum of dozens of hungry, animated children.

A quick walk through the room, which doubles as a lunch hall, reveals the children's fare — a varied mix of the exotic and the familiar. There is red lentil stew, beef-and-cornflour dumplings, chapatti bread and goat meat and peanut-butter-and-jelly sandwiches. The pupils in the hall seem just as eclectic — their dress, language and features suggest birthplaces other than Canada.

Situated in an area of Toronto that has a large population of immigrants, Parkfield is one of the city's most culturally diverse schools. Principal Ken Paradine says the 475 students represent more than 50 countries and are fluent in dozens of languages.

It is to this school that U of T's Faculty of Education (FEUT) sent a group of its elementary education students as part of a new initiative to make future teachers more sensitive to the needs of visible minority pupils. On four consecutive Mondays in November, two groups of student teachers spent half a day working on an individual basis with 20 Parkfield children from grades two to five. The pupils were selected at random, notes Russ Fleming, the faculty's coordinator. As such they were representative of the whole school — most were new to Canada from countries in Africa, Asia and Latin America.

The job of the student teachers was to assess proficiency and assist in subjects such as reading, writing and math. In some cases this meant working one-to-one on skills or playing learning games. The FEUT students kept detailed records of their work and homeroom teachers apprised of problems and progress. The Elementary Education, Etobicoke Project, run in conjunction with the Etobicoke Board of Education, proved so successful it will be continued next fall.

The program, Fleming says, gives the student teachers invaluable work experience by taking them beyond theory into the classroom. More important, however, it challenges them to confront and deal with many of the predicaments immigrant children experience. These include difficulties with language, adjusting to a new and very different society and coping with others' ignorance or intolerance of their culture.

Many future teachers, says Jan Nobuto, program adviser of staff development for the Etobicoke board, come from "homogeneous, upper middle-class backgrounds." The average FEUT student is female, 28 years old and white. Teaching in a school like Parkfield gives them "a real range of experience" and the opportunity to see how initiatives like English as a second language and anti-racism education actually work. "In some cases, student teachers have to confront their own



Student teacher John Selkirk, right, helps grade four pupil Ramtim with his school work.

prejudices," she says.

Another positive result of the program, says Paradine, is that the faculty's students help to raise the teachers' level of awareness about problems facing immigrant children. "For a school as diverse and multicultural as Parkfield, having faculty of education students come in with new approaches is a great help to our own teachers. It forces everyone to examine things and get stimulated about teaching."

"I DON'T KNOW," NADIA GIGGLES.

These words accompanied by a shrug of the shoulders were all that Howard Lindo could elicit from eight-year-old Nadia when the two first met at the beginning of the program. Recalling that meeting two weeks later in the school library,

Lindo says he could tell that Nadia was extremely shy which made it all but impossible for him to properly assess her skills.

Wanting to draw her out, he went home after the session to ponder the problem. Then the idea occurred to him — why not make a game out of the little girl's "I don't know" answers? The main rule would be that whoever answered a question with "I don't know" would be penalized by losing a point. Good answers and ideas, on the other hand, would score points. The winner would be the one with the most points at the end of each session.

The plan works, Lindo says. Wanting to win the new game, Nadia is opening up. By the end of the second session, only the occasional "I don't know" slipped into the little girl's vocabulary and now when it does, it is usually followed by laughter. Meanwhile, she is able to answer Lindo's questions and give him some insight into her reading, verbal and comprehension skills.

Lindo, who hopes to teach Junior Kindergarten to grade three students after he completes his BEd degree this spring, did exactly what the program hopes future teachers will do, says Fleming. Lindo identified the problem — Nadia's shyness — and found a successful way to overcome it.

"The role of teachers has really changed," Fleming says. "It is now a teacher's job to look for gifts in every child, see how children learn and move them to new levels of understanding."

IN ANOTHER CORNER OF THE LIBRARY, Peter Cho and grade four pupil Ramtim are avidly scouring old newspaper sports pages for baseball statistics.

The World Series is long over but Cho and Ramtim want to find the batting averages of their heroes — the Toronto Blue Jays. Determining the averages requires long division and work with complex-looking decimals but Cho says that fortunately, Ramtim is "an ace at math."

As Ramtim leaves the library for a short recess, Cho, who was born in South Korea, says he is pleased that FEUT is actively trying to make new teachers aware of what awaits them in the classroom after graduation. "This program is a great idea," he says. "Toronto's schools are very multicultural and that has to be addressed by all teachers."

The next step, he adds, should be a change in school curricula to reflect the shifting nature of the city's student population. "We should be teaching children to respect and appreciate each other's culture and differences."

Fleming believes FEUT has taken a strong first step towards achieving such a goal. "This program is all about changing the nature of education, breaking down barriers. Our students are seeing how well multiculturalism is working and that is a very positive experience."

EVENTS



LECTURES

City Making: The Emergence of Urban Design as a Discipline.

SUNDAY, FEBRUARY 20

George Baird, Baird/Sampson Architects. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

Visual Information Seeking: Tight Coupling of Dynamic Query Filters with Starfield Displays.

MONDAY, FEBRUARY 21

Prof. Ben Shneiderman, University of Maryland at College Park; Computer Science: Its Theory, Practice, Applications and Implications series. 1105 Sandford Fleming Building. 11 a.m. *Computer Science and ITRC*

The Centrality of Human Longing for Spiritual Guidance.

TUESDAY, FEBRUARY 22

Prof. Carolyn Gratton, Duquesne University, Pittsburgh; Annual Pius Riffel lecture on psychology and religion. Elliott MacGuigan Hall, 67 St. Nicholas St. 8 p.m. *Regis College*

Indo-Muslim State Formation and the Historiography of Holy War.

WEDNESDAY, FEBRUARY 23

Prof. Richard M. Eaton, University of Arizona; 1994 Aziz Ahmad lecture. Upper Library, Massey College. 2 p.m. *South Asian Studies*

APOE Allelic Variations and Alzheimer's Disease.

THURSDAY, FEBRUARY 24

Dr. Allen D. Roses, Duke University Medical Center. Room 6, Tarn Neuroscience Building. 4 p.m. *Program in Neuroscience, CRND and Eli Lilly Canada Inc.*

Viewing the Vatican Pieta: A Renaissance Lack of Taste.

THURSDAY, FEBRUARY 24

Rebekah Smick, Department of Fine Art. 2118 Sidney Smith Hall. 7 p.m. *Fine Art*

Sniffy the Virtual Rat: Using Computer Simulation to Solve a Number of Ethical and Practical Problems in an Introductory Psychology Class.

THURSDAY, FEBRUARY 24

Prof. Lester Krames, psychology, Erindale College; Computer-Assisted Instruction: An Interdisciplinary Survey series. 54B Wetmore Hall, New College. 8:30 p.m. *CCH*

Nationalism, Ethnicity and Democracy.

FRIDAY, FEBRUARY 25

Prof. Craig Calhoun, University of North Carolina at Chapel Hill. Room 506, 203 College St. 3 to 5 p.m. *Ethnic, Immigration and Pluralism Studies*

Chaos and Sudden Cardiac Death.

SUNDAY, FEBRUARY 27

Prof. Leon Glass, McGill University. Auditorium, Medical Sciences Building. 3 p.m. *Royal Canadian Institute*

In a Gilded Cage.

MONDAY, FEBRUARY 28

Marian E. Fowler, author. Rigby Room, St. Hilda's College. 7:30 p.m. *St. Hilda's College Alumnae Association*

COLLOQUA

Recent Developments in Feminist Accounts of Science.

WEDNESDAY, FEBRUARY 23

Prof. Kathleen Okruhlik, University of Western Ontario. 304 Victoria College. 4:10 p.m. *IHPST*

Dynamics of Binary Clusters.

THURSDAY, FEBRUARY 24

Prof. Raymond Kapral, Department of Chemistry. 102 McLennan Physical Laboratories. 4:10 p.m. *Physics*

Readiness Rethought: There was a Time, Believe It or Not, When There Was No Such Thing as Readiness.

FRIDAY, FEBRUARY 25

Prof. Vivian Paley, University of Chicago. Room 069, 45 Walmer Rd. 3 to 4:30 p.m. *Child Study*

New Transition Metal Clusters with Ligands from Main Group Five and Six.

FRIDAY, FEBRUARY 25

Prof. Dieter Fenske, Universität Karlsruhe. 158 Lash Miller Chemical Laboratories. 3:30 p.m. *Chemistry*



SEMINARS

Parallel Tabu Search Algorithms.

THURSDAY, FEBRUARY 17

Prof. Teodor Crainic, Université du Québec à Montréal. 211 Rosebrugh Building. 10 a.m. *Industrial Engineering*

Peasants into Farmers: Agricultural Specialization in Southern Ukraine before 1900.

THURSDAY, FEBRUARY 17

Prof. Leonard Friesen, University of Waterloo. Boardroom, Multicultural History Society of Ontario, 43 Queen's Park Cres. E. 4 to 6 p.m. *Ukrainian Studies*

High Intensity Laser Matter Interaction: Atomic, Particle and Plasma Physics.

TUESDAY, FEBRUARY 22

David Meyerhofer, University of Rochester. 134 McLennan Physical Laboratories. 4 p.m. *OLLRC*

Neuropeptides and Neurotransmitters in Alcohol Tolerance.

WEDNESDAY, FEBRUARY 23

Dr. Peter H. Wu, Department of Pharmacology. 4227 Medical Sciences Building. 4 p.m. *Pharmacology*

Economic vs Ecological Models: The Role of Rationality.

THURSDAY, FEBRUARY 24

Prof. David Nowlan, Department of Economics; Mankind in Non-Linear Systems series. 211 Haultain Building. 3 p.m.

Major Episodes in the Biography of Jesus: An Assessment of the Historicity of the Narrative

Tradition.

FRIDAY, FEBRUARY 25

William E. Arnal, Department for the Study of Religion; religious tradition in the classical world series. Common room, 123 St. George St. 2 p.m. *Study of Religion*

Watershed Planning and Management in Ontario.

FRIDAY, FEBRUARY 25

Zenek Novak, Ministry of Environment & Energy; Taylor/subterranean series. 2125 Sidney Smith Hall. 2:30 to 4 p.m. *Geography*

The Role of Blue Light in Photomorphogenesis.

FRIDAY, FEBRUARY 25

Prof. Roger Hanagarter, Ohio State University. B142 Earth Sciences Centre. 3:30 p.m. *Botany*



MEETINGS & CONFERENCES

The Cultural Mosaic of the Middle Ages: Muslims, Christians and Jews.

FRIDAY, FEBRUARY 18 AND

SATURDAY, FEBRUARY 19

Centre for Medieval Studies annual conference. All sessions in George Ignatieff Theatre, 15 Devonshire Place.

FRIDAY, FEBRUARY 18

Keynote address: The Cultural Mosaic of the Middle Ages: Perspectives of the Medieval Jewish Minority, Robert Chazan, New York University. 9:45 to 10:45 a.m.

Session I: Law and Polemic in the Cultural Mosaic.

Medieval Court Registers in the Cairo Geniza, Harry Fox, Department of Near Eastern Studies.

Judaism, Christianity and Islam in the Messianic Thought of Isaac Abravanel, Elisheva Carlebach, City University of New York. 11:15 a.m. to 12:15 p.m.

Session II: Christians, Jews and Muslims in the Late Middle Ages.

Documentary Evidence for the Lives of Christians and Jews Living under Muslim Rule in Jerusalem in the 14th Century, Linda Northrup, Department of Middle East & Islamic Studies.

Christian Views of Moslems in 15th-Century Granada as Seen Through the Genre of "Romances fronterizos," Kaitilin Griffin, Centre for Medieval Studies. 2:30 to 3:30 p.m.

Session III: Historicizing of the Semitic Other in Medieval Iberia.

Chronicling the Non-Christian Other in Medieval Portugal, Josiah Blackmore, Department of Spanish & Portuguese. Retroping the Courtly Lover: The Strange Case of Garci Ferrandes de Jerena, Gregory Hutcheson, University of Illinois. 4 to 5 p.m.

SATURDAY, FEBRUARY 19

Keynote address: Jewish, Christian and Islamic Intellectual Tesseract in the Cultural Mosaic of the Middle Ages, William B. Dunphy, Department of Philosophy. 9:30 to 10:30 a.m.

Session IV: Abelard's Perceptions of Cultural Diversity. Abelard's Moslem as a Good Pagan, Edward A. Synan, Pontifical Institute of Mediaeval Studies.

Perception of Alterity and Cultural Diversity in the Middle Ages, Mirela Saim, McGill University. 11 a.m. to 12 noon.

Session V: Islam in Medieval Christian Literature.

Popular Misconceptions of Islam in Medieval Literature, Elizabeth Berlings, St. John's University, NY.

Idolatry and Iconoclasm: Islam in Medieval European Literature, Suzanne Conklin Akbari, Columbia University. 2 to 3 p.m.

Session VI: Jews and Christians in the Christian West.

The Root of All Evil: Jews, Money and Metaphor in 13th-Century Christian Art, Sara Lipton, Hofstra University, NY.

The *Domus Conversorum*: A House for Converted Jews in 13th-Century England, Marc Cohen, Centre for Medieval Studies. 3:30 to 4:30 p.m.

Session VII: Lecture-Recital.

Christian and Moslem Elements in Judeo-Spanish Songs, Judith Cohen, York University. 4:30 to 5:45 p.m. Registration fee: \$60, students and seniors \$30. Information and pre-registration: 978-2380 or 978-7352.

Budget Committee.

WEDNESDAY, FEBRUARY 23

Council Chamber, Simcoe Hall. 5:30 p.m.



MUSIC

Return to Andalusia.

FRIDAY, FEBRUARY 18

Traditional Arabic Music Ensemble; George Sawa, director; in conjunction with the annual conference of the Centre for Medieval Studies. George Ignatieff Theatre. 8 p.m. Tickets \$12, students and seniors \$8. Information and tickets: 978-2380 or 978-7352.

FACULTY OF MUSIC EDWARD JOHNSON BUILDING

Opera Benefit Concert.

SUNDAY, FEBRUARY 20

Opera Division presentation; proceeds to the Daniel Stainton memorial scholarship fund. Walter Hall. 2 p.m. Tickets \$15.

Jazz Combos.

WEDNESDAY, FEBRUARY 23

Phil Nimmons and Kirk MacDonald, directors. Walter Hall. 8 p.m. Tickets \$5.

Thursday Noon Series.

THURSDAY, FEBRUARY 24

Composition with Computers, lecture by Dennis Patrick, Faculty of Music. Walter Hall. 12:10 p.m.

Faculty Recital Series.

FRIDAY, FEBRUARY 25

Keith Atkinson, oboe, and Che Anne Loewen, piano. Walter Hall. 8 p.m. Tickets \$10, students and seniors \$5.

Chamber Winds.

SATURDAY, FEBRUARY 26

Cameron Walter and Jeffrey Reynolds, conductors. Walter Hall. 8 p.m.

Faculty Recital Series.

SUNDAY, FEBRUARY 27

Pierre Souvairan, piano. Walter Hall. 2 p.m. Tickets \$10, students and seniors \$5.

ROYAL CONSERVATORY OF MUSIC

Artist Series.

THURSDAY, FEBRUARY 24

Roman Borys, cello; Annalee Patipatanakoon, violin; Rennie Regehr, viola; and Jenny Regehr, piano. Concert Hall. 8 p.m. Tickets \$9, students and seniors \$6.

SCARBOROUGH COLLEGE Sunday Serenade.

SUNDAY, FEBRUARY 27

Bach to Bach; chamber music composed by

various members of the Bach family. Meeting Place. 3 p.m.

HART HOUSE Sunday Concert Series.

SUNDAY, FEBRUARY 27

Scott St. John, violin; and Thomas Bagwell, piano. Great Hall. 8 p.m. Tickets at the hall porter's desk.



PLAYS & READINGS

Lorna Crozier & Patrick Lane.

WEDNESDAY, FEBRUARY 23

Readings from selected works; Scarborough College reading series. Patrick Lane, room R3205B, Scarborough College, 11 a.m.; Lorna Crozier, S361, Scarborough College, 11 a.m.

Tomson Highway.

FRIDAY, FEBRUARY 25

Scarborough College reading series. Faculty Lounge, Scarborough College. 4 p.m.

The Conversion of St. Paul.

FRIDAY, FEBRUARY 25 TO

SUNDAY, FEBRUARY 27

A 16th-century processional play; Kim Yates, director. Alumni Hall, Victoria College. Performances at 8 p.m. except Sunday 2:30 p.m. Tickets \$10, students and seniors \$5. Information: 978-5096. *Poculi Ludique Societas*



FILMS

Buddhism in Tibet.

SATURDAY, FEBRUARY 26 AND

SUNDAY, FEBRUARY 27

Video film. International Student Centre. Saturday, 7 to 9 p.m.; Sunday, 2 to 4 p.m. *U of T Buddhist Club*



EXHIBITIONS

SCARBOROUGH COLLEGE

Lee L'Clerc.

TO FEBRUARY 16

Recent paintings concerned with inscription, text and writing.

Contemporary Art in Scarborough.

FEBRUARY 21 TO MARCH 11

A joint exhibition with the Scarborough Arts Council. The Gallery. Gallery hours: Monday to Friday, 11 a.m. to 4 p.m.

SCHOOL OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

Prague: Secret Fire.

TO FEBRUARY 24

Exhibition by Tabula Rasa.

Student Work 1.

FEBRUARY 27 TO MARCH 2

Work of landscape architecture students. The Gallery, 230 College St. Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

EVENTS

ROBARTS LIBRARY Cuban Santeria: An African Religion in the Americas.

To FEBRUARY 27

Explores the ancient Yoruban-origin religion, Santeria. Main Display Area. Hours: Monday to Friday, 8:30 a.m. to midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m.

JUSTINA M. BARNICKE GALLERY HART HOUSE

The Different Faces of
Expression: The Obvious
and the Ambiguous.

To MARCH 3

Kosso Eloul, sculpture. Both Galleries. Gallery hours: Monday to Friday, 11 a.m. to 7 p.m.; Saturday and Sunday, 1 to 4 p.m.

THOMAS FISHER RARE BOOK LIBRARY Fiat Lux: Medieval Manuscripts and Early Printed Books in the Thomas Fisher Rare Book Library.

To APRIL 1

A survey of some of the intellectual activity of the Middle Ages through contemporary texts. Hours: Monday to Friday, 9 a.m. to 5 p.m.



MISCELLANY

Science Plus Expo 94 SUNDAY, FEBRUARY 20

Demonstrations, lectures, research and teaching labs will be open. Hands-on-displays, rock/fossil identification and what's new in the humanities and social sciences. Erindale's singing scientists The New Lab Tones. Erindale College. 11 a.m. to 4 p.m. Information: 828-5214.

The Development of Lesbian Studies at Canadian Universities.

MONDAY, FEBRUARY 21

Prof. Catherine Taylor, University of Winnipeg; lesbian and gay academic forum. 7th floor lounge, Claude T. Bissell Building, 140 St. George St. 7 to 10 p.m.

Faculty of Dentistry Student Research Day.

TUESDAY, FEBRUARY 22

Speaker: Dr. Ronald G. Worton, Hospital for Sick Children, on The Human Genome Project: Implications for Medicine and Society. Room 171, 124 Edward St. 12:15 to 1:15 p.m. Poster presentation in the auditorium to follow.

Science Olympics.

WEDNESDAY, FEBRUARY 23

Annual Science Olympics held by the Scarborough Board of Education. Students from more than 10 high schools in the Scarborough area will be participating. Meeting Place, Scarborough College. All day. Information: 287-7080.



DEADLINES

Please note that information for Events listings must be received in writing at The Bulletin offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of February 28, for events taking place Feb. 28 to March 14: MONDAY, FEBRUARY 14.

Issue of March 14, for events taking place March 14 to 28: MONDAY, FEBRUARY 28.

SIGMUND SAMUEL LIBRARY AND SCIENCE & MEDICINE LIBRARY HOURS

Monday to Thursday
8:30 a.m. to 11 p.m.
Friday, 8:30 a.m. to 6 p.m.
Saturday, 9 a.m. to 10 p.m.
Sunday, 1 to 10 p.m.

ROBARTS LIBRARY HOURS

Monday to Friday
8:30 a.m. to midnight
Saturday, 9 a.m. to 10 p.m.
Sunday, 1 to 10 p.m.

THOMAS FISHER RARE BOOK LIBRARY HOURS

Monday to Friday
9 a.m. to 5 p.m.

V.W. BLADEN LIBRARY SCARBOROUGH COLLEGE

Monday to Thursday,
8:45 a.m. to midnight
Friday, 8:45 a.m. to 5 p.m.
Saturday, noon to 6 p.m.
Sunday, 1 to 8 p.m.

ERINDALE COLLEGE LIBRARY

Monday to Thursday,
8:45 a.m. to 11 p.m.
Friday, 8:45 a.m. to 5 p.m.
Saturday, 10 a.m. to 5 p.m.
Sunday, 1 to 7 p.m.



DEPARTMENT OF ANATOMY AND CELL BIOLOGY

University of Toronto

DR. JOE A. CONNOLLY MEMORIAL AWARD FOR CELL BIOLOGY

The Connolly Award will be given each year to a student registered in the Ph.D. program at the University of Toronto who has demonstrated excellence in cell biology research. The Award will be a minimum of \$1,000 and is limited to Canadian citizens and landed immigrants.

The Award Committee (to be selected by the Chairman of Anatomy and Cell Biology, who will not be a member) will be composed of two faculty members of the Department of Anatomy and Cell Biology, a Postdoctoral Fellow from the Department, and one member of the Connolly family. The Awardee will be notified by May 1st and the Award will be presented at a reception later in May.

Applications for this Award should include a curriculum vitae and a one-page letter summarizing the student's research interests in cell biology and giving evidence of involvement and interest in extracurricular activities (e.g., music, sports, community affairs). Applications should be sent to:

Chairman, Department of Anatomy and Cell Biology, c/o Room 6219, Medical Sciences Building, University of Toronto, Toronto, Ontario M5S 1A8 by Thursday, March 31, 1994.



THE FACULTY CLUB

41 WILLCOCKS
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TELEPHONE
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Monday, February 21st, 1994 through
Friday, February 25th, 1994

Main Dining Room/Upper Dining Room/Pub: 12:00 noon - 2:00 p.m.



1. FETTUCCHINE: served with scallops, chives, in a cream sauce & topped with swiss cheese
2. LOBSTER NEWBURG: lobster meat cooked with onions, mushrooms, scallions, tomatoes, dijon mustard & lobster sauce, s/w rice & vegetable of the day
3. BEEF TENDERLOIN (4oz.): served with lobster meat, bernaiese sauce, potato & vegetable of the day

\$9.95 Plus Service Charge. G.S.T. and P.S.T.
Members and Guests Only

SGS Council

Nominations are open

Graduate faculty and students
Nominations are now open for graduate faculty and graduate student seats on SGS Council in all divisions: Humanities, Social Sciences, Physical Sciences, and Life Sciences.

Eligibility
Candidates must be continuing members of the graduate faculty or registered graduate students in the division in which they have been nominated.

Terms of office
Terms begin July 1, 1994. Faculty terms are normally for three years. Student terms are for one year or two years.

What does SGS Council do?
SGS Council is primarily responsible for making regulations concerning the administration and quality of graduate studies at the University. It reports directly to the Governing Council.

SGS Council considers:

- changes in SGS policy
- new degree proposals
- new program proposals
- changes in admission requirements
- changes in program regulations
- special admission cases
- new fellowships and awards
- reports of ad hoc committees
- recommendations for degree conferrals

Nominations close:
Friday, February 25
at 5 p.m.

For more information contact:
Catherine Cumberland
School of Graduate Studies
Room 102, 65 St. George Street
978-2385



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required for Research Project at Sunnybrook Health Science Centre to work on Fat-Cell Differentiation. Experience in Tissue Culture and Molecular Biology highly desirable. Salary will depend on qualifications. Applications with CV and the names of 3 References should be sent to:

Dr. D.A.K. Roncari

Sunnybrook Health Science Centre, Room H-145
2075 Bayview Ave., North York, M4M 3M5.

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for more information

HART HOUSE
UNIVERSITY OF TORONTO

NOTICE

A working group has been struck to review the Academic Code of Behaviour. The Group would welcome any submissions which should be directed to Vice-Provost David Cook, Simcoe Hall, Room 222.

CLASSIFIED

A classified ad costs \$15 for up to 35 words and \$.50 for each additional word (maximum 70). Your phone number counts as one word, but the components of your address will each be counted as a word. No charge for postal code. A cheque or money order payable to **University of Toronto** must accompany your ad. Ads must be submitted in writing, 10 days before *The Bulletin* publication date, to Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone. To receive a tearsheet and/or receipt please include a stamped self-addressed envelope. For more information please call: 978-2106.

ACCOMMODATION RENTALS AVAILABLE — METRO & AREA —

Re-opened listing! Apartment available. 6-month furnished rental. Yonge/Eglinton area. Large two-bedroom apartment with parking. Utilities included. Available March — August. \$1,000/month. Call: 322-3731.

Leaside — 104 Southvale Drive (near Bayview and Moore). 3-bedroom, 1-bath, detached house, family room, sun-room, large fenced yard, garage, 5 appliances. March 1. \$1,650 per month, yearly lease. 421-0680 or (919) 732-2071. langen@math.duke.edu

Toronto house for rent during sabbatical, 5 min. to subway, furnished, 3 bedrooms, 2 baths, rec room, quiet area. \$1,200/month + utilities. Starting approximately Sept. 1, 1994 to Aug. 15, 1995. (416) 699-3924 (evenings) or (416) 736-2100 ext. 66640 (days).

Short-term Annex. Fully equipped and furnished one-bedroom. 5 appliances plus linens. Immaculate, smoke- and pet-free. Parking. Walk to U of T, ROM, Yorkville. \$300 per week. Phone 967-6474.

Ideal home for sabbatical visitor. Walking distance to subway, 20 minutes ride to U of T. Detached, fully equipped, furnished house with finished basement and garage. A few minutes' walk to school, swimming pool, skating arena and shopping area. 2 bedrooms upstairs, 1 large bedroom downstairs, 1-1/2 bathrooms. Call 239-0115.

Very private, quiet, partially (or un) furnished and equipped 2-bedroom apartment in attractive Victorian house. Upper duplex on two floors, 1 1/2 baths, 5 appliances. Brunswick/Sussex (a safe neighbourhood), minutes walk to campus. Pet/child welcome. Non-smokers. Available April 1 for flexible period up to 3 years. \$1,385/month + electricity (negotiable). 964-7270.

Two-bedroom apartment in rebuilt Victorian. \$1,250/month, utilities included. High ceilings, bay and stained glass windows, hardwood floor, good water pressure, fireplace. 5 minutes walk to U of T, HSC. Available April 1, call 595-0026.

Eglinton/Avenue. Furnished house, sabbatical rental. Steps to TTC, 15 minutes to U of T. Recently renovated: large eat-in kitchen, family room, fireplace, hot tub. 3-4 bedrooms, 3 bathrooms. July-Dec/94. 482-4329 after 6:00 p.m.

Annex. Furnished one-bedroom. St. George north of Bloor. Parking, large balcony. Ideal for single adult or couple. Non-smokers only, references. \$900. Available from July 1994 to June 1995. 921-3363 evenings.

Summer rental, Long Branch/Lakeshore. Three-bedroom detached house, completely furnished. Large lot, trees, 150 yards to park and lake. 25 minutes to Erindale or St. George. \$1,200 per month, late May — Labour Day. 259-4955.

Davenport/Bathurst, Hillcrest, quiet residential area. Near U of T. Detached, spacious, 3-bedroom home. Brand-new kitchen, finished basement, double garage. Professors, references. \$1,800 plus utilities. 851-7251.

Jane/Bloor. Two floors available in this newly renovated clean home. Furnished. 2 1/2 bedrooms; small bedroom may be used as den or office. Laundry, backyard, central air. No smokers, no pets. Quiet person please. \$800/month, utilities included. 767-5654.

Annex 2BR apartment available March 1. Quiet residential street half block from Bloor Street and subway. Easy walk to University. In nicely renovated large house, first floor and high-ceilinged basement. Fireplace, porch, laundry. Non-smokers preferred. \$1,128/month plus utilities. Prof. Bob Garrison, 538-3108.

Riverdale rental. Charming, architect-renovated, basement studio with private bath. Ideal for pied-a-terre, quiet professional, non-smoker. \$450/month, TTC. Call Kristin Jenkins, 750-8900 days.

Bathurst/Sheppard, quiet residential neighbourhood. Close to TTC, shopping, schools and park. Detached, spacious, 3-bedroom home. Fully furnished, double garage, nice backyard. Term and rent negotiable. 638-6839 (leave message).

Beach Triangle. 1-bedroom basement apartment. Attractive, renovated, private unit with open living/kitchen, small bedroom with mirrored double closet, 4-piece ceramic bath. \$595 inclusive. Available April 1. No smokers, no pets. 693-9268.

ACCOMMODATION RENTALS REQUIRED

Sabbatical house, July — December 1994 for Australian couple, two children. Non-smoking, pets no problem. Keen gardeners. Have own Melbourne house to swap or rent but not necessary. First instance contact David Coburn, 978-7513.

ACCOMMODATION OVERSEAS

Sabbatical in Avignon. Wonderful 4-bedroom, 2-bathroom, renovated mas; secluded but not isolated, totally furnished & equipped; tremendous views; 850 metres down country lane to village schoolhouse, teacher fabulous to Canadian children. \$1,250/month plus utilities. September 1994 to June 1995, long let only. 978-8637 (days), 928-0122 (evenings).

Paris-Montmartre. Beautiful, spacious, two-bedroom, furnished apartment (six major appliances). Luxury bathroom. Sunny, quiet, newly renovated. Large garden, digicode, excellent shopping/transportation (25 minutes from Louvre). No pets, smoking. \$2,000 monthly (long-term). 978-4882.

Latin Quarter Paris. (Near Sorbonne.) Bright, comfortable apartment, 1 bedroom + study and large living, modern kitchen and bath. Fully equipped. \$1,500 + utilities. One year or less — September 1, 1994. Tel: (416) 466-0078.

BED & BREAKFAST

Annex — Bernard/Madison. Award winning English Corner House. Immaculate, quiet,

smoke- and pet-free. We serve healthy homemade breakfasts catering to dietary restrictions. Walk to U of T. Parking. Double \$80, single \$65. Phone 967-6474.

MISCELLANY

PERSONAL COUNSELLING in a caring, confidential environment. U of T staff extended health care benefits provide excellent coverage. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

ACCENT NEED ADJUSTMENT? Communications enhancement courses in speaking and writing for English as Second Language Speakers with good language skills. Groups of 6-8. Over 2,500 satisfied graduates. Now in its 8th year. Gandy Associates. 533-1933.

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Psychoanalysis (4 times per week) and psychotherapy for anxiety, depression and relationship problems. Covered by U of T staff extended health care benefits. Dr. Sarah Usher, Registered Psychologist, 170 Bloor Street West (at Avenue Road). 923-7997.

Victoria B.C. Real Estate. Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

Stress, depression, relationship problems. Experienced counselling for individuals and couples. Excellent coverage through U of T extended health benefits. For a consultation, call Dr. Gale Bildfell, 114 Maitland Street (near Wellesley and Jarvis). 972-6789.

MASSAGE THERAPY naturally effects a relaxation response. Enjoy a quiet retreat from the stress of daily life. The experience will rest and refresh your body and mind. Bloor/St. George location. By appointment. Kathy Dillon, R.M.T. 787-1070.

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RESEARCH NOTICES

For further information and application forms for the following agencies, please contact University of Toronto Research Services (UTRS) at 978-2163.

MEDICINE & LIFE SCIENCES

CANCER RESEARCH INSTITUTE (US)
The institute funds research aimed at furthering the development of immunological approaches to the diagnosis, treatment and prevention of cancer. To this end post-doctoral fellowships and investigator awards are offered to qualified scientists in these areas. Applicants for the fellowship program must have a doctoral degree and must conduct their proposed research under a sponsor who holds a formal appointment at the host institution. The investigator award is open to scientists at the assistant professor level who are in their first or second year at this or equivalent rank. Individuals who will begin their third year on July 1 are not eligible. There are no citizenship restrictions and supported research may be conducted anywhere in the United States or abroad. Deadline for investigator award is March 1; fellowships, April 1.

WENDY WILL CASE CANCER FUND, INC. (US)

The Case fund offers support to young investigators primarily in clinically related innovative cancer research. Projects will be funded for one year only up to a maximum of \$30,000 US. While there is no formal application, details of the format are outlined in the grant application procedure. The usual application procedures and signature requirements apply. Deadline is April 1.

HANNAH INSTITUTE FOR THE HISTORY OF MEDICINE

The archives/museum studies medical history internship program is open to full- or part-time archival or museum studies students enrolled in a Canadian university. If accepted into the program, the student will work under the supervision of a permanent archivist or museologist responsible for significant medical history holdings. Interested candidates should contact the institute directly for further details. Deadline is April 1.

THE LOUIS & ARTUR LUCIAN AWARD FOR RESEARCH IN CIRCULATORY DISEASES

The purpose of this annual award is to honour a scientific investigator or group of investigators whose contribution to knowledge in the field of diseases of the

circulation is deemed worthy of special recognition. The successful applicant is invited to spend a period of time at McGill University for interchange with members of the McGill community and to undertake a research collaboration with McGill investigators in the field of circulatory diseases. Deadline is April 1.

UNIVERSITY OF WATERLOO/INSTITUTE FOR RISK RESEARCH

Investigators and students are advised that the IRR research grants and graduate student awards programs have been temporarily cancelled for 1994.

THE DAMON RUNYON-WALTER WINCHELL CANCER RESEARCH FUND

The fund encourages all theoretical and experimental research relevant to the study of cancer and the search for causes, mechanisms, therapies and prevention. Post-doctoral fellowships are offered to candidates who are beginning their first full-time post-doctoral research. Non-US citizens may apply but may only do their research in the United States. US citizens applying to work in foreign-based or US government laboratories may be awarded a fellowship if they are considered to be especially meritorious or if the program represents an unusual opportunity for post-doctoral training. Deadline is March 15.

PHYSICAL SCIENCES & ENGINEERING

CANADIAN MICROELECTRONICS CORPORATION

Nominations are being sought for the Douglas R. Colton Medal for Research Excellence being offered by the Canadian Microelectronics Corporation. The medal recognizes excellence in research leading to new understanding and novel developments in microelectronics. Candidates must have successfully completed a master's or PhD degree within the previous two calendar years. Canadian citizens, landed immigrants or persons who have been Canadian residents for five years prior to the date of nomination are eligible. Joint university-industry nominations are encouraged. A nomination must include the curriculum vitae of the nominee and a covering letter addressing the nominee's achievements in research and the importance of the nominee's contributions to the

discipline and related industry. Names of external authorities to whom reference may be made should also be included. At least one referee external to the nominating university is mandatory. Supporting material from external examiners and industrial collaborators is solicited but optional. Since each university is allowed to submit only one nomination per year, a small committee will be struck to review the nominations and make a recommendation on the University's candidate. Deadline for complete nomination packages (including an RIR-1) at UTRS is February 18.

NATURAL SCIENCES & ENGINEERING

RESEARCH COUNCIL OF CANADA

All researchers who submitted form 190 (notification of intent) are expected to submit a complete application (form 191) to the collaborative project grants program. No invitations to apply will be sent and prescreening will occur after NSERC has received the full applications. Deadline is May 2.

All applications (and supporting documents) for undergraduate student research awards (regular and targeted) must be received at UTRS by March 11. Please ensure that the supervisor named in each application holds an NSERC award at the time the student completes the application form.

UNIVERSITY OF SOUTHERN CALIFORNIA

The Tyler prize for environmental achievement is awarded for environmental science and leadership conferring great benefit upon humankind. It is America's foremost environmental award and a premier world prize. For more information contact Monique McNaughton at 978-7833. Deadline for nominations is April 4.

UPCOMING DEADLINES

FEBRUARY 15

Canadian Liver Foundation — graduate studentships, summer studentships
Cancer Research Society Inc. (Canada) — fellowships, research grants
Juvenile Diabetes Foundation International/Canada — research grants (preliminary application)
Kidney Foundation of Canada — Allied Health Council fellowships, scholarships, research grants

Miles/Canadian Red Cross — operating grants (letter of intent)
Muscular Dystrophy Association of Canada — summer fellowships
Ontario Lung Association/Thoracic Society — research grants
Whitaker Foundation — invited full applications

FEBRUARY 18

CIDA — tier 2 microfund

FEBRUARY 28

NATO — Committee on the Challenges of Modern Society fellowships

Thyroid Foundation of Canada — research fellowships, summer student research scholarships

MARCH 1

Association for Canadian Studies — awards of merit

Banting Research Foundation — research grants

Canadian Genome Analysis & Technology Program — resource centres (full application); research projects, equipment (invited full application)

Cancer Research Institute (US) — investigator awards

Crohn's & Colitis Foundation of Canada — research grants

Fight for Sight Inc. — post-doctoral fellowships, student fellowships, grants-in-aid

Health & Welfare Canada/NHRDP — training fellowships

Heart & Stroke Foundation of Canada — symposia and workshops

Howard Hughes Medical Institute — post-doctoral fellowships for physicians
Juvenile Diabetes Foundation International/Canada — research grants (full application)

MRC — university/industry operating grants, clinical trials, research chairs, visiting program, workshops

NSERC — bilateral exchanges, foreign researcher awards, grants for research abroad

MARCH 4

Canadian Advanced Technology Association — award nominations

MARCH 11

NSERC — summer undergraduate research awards (at UTRS)

MARCH 15

Dysautonomia Foundation Inc. — research grants
Health & Welfare Canada/NHRDP — AIDS research grants

Heart & Stroke Foundation of Canada — science student scholarships, high school student scholarships

MARCH 21

Physicians' Services Incorporated Foundation — research grants

MARCH 23

Health & Welfare Canada/NHRDP — seniors' independence research program

MARCH 31

Health & Welfare Canada/NHRDP — Canada's Drug Strategy

International Cystic Fibrosis — international research projects, scholarships, professorships

NATO — collaborative research grants

APRIL 1

Association for the Advancement of Automotive Medicine — David R. Foust memorial fund

Baxter Corporation — renal therapy division research grants

Canadian Cystic Fibrosis Foundation — studentships, fellowships

Canadian Genome Analysis & Technology Program — research grants (letter of intent), major equipment, career development, travel grants, workshops/conferences/symposia

Cancer Research Foundation of America — fellowships

MRC — studentships (renewal), fellowships (new and renewal);

MRC/Schizophrenia Society of Canada fellowships; MRC/NHRDP AIDS research post-doctoral fellowships; MRC groups (new and renewal preliminary proposal); program grants (new and renewal preliminary proposal); development program (phase 2)

Parkinson Foundation of Canada — fellowships, research grants

APRIL 15

Easter Seal Research Institute — fellowships, project grants, training grants

Miles/Canadian Red Cross Society — research grant (invited)

Wildlife Toxicology Fund — research grants

APRIL 30

March of Dimes Birth Defects

Foundation — social and behavioral sciences research grants (letter of intent)

Roche Institute — major research grants, graduate students research grants, research grants

PHD ORALS

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

FRIDAY, FEBRUARY 18

Erminia Giustina Pedretti,
Department of Education,
"Action Research in Science-
Technology-Society Education:
The Road Less Travelled."
Prof. D. Hodson.

MONDAY, FEBRUARY 21

Rochelle Simmons,
Department of English,
"John Berger's G as a Cubist
Novel." Prof. L.A.M. Hutcheon.

TUESDAY, FEBRUARY 22

Shihe Fan, Faculty of Forestry,
"Drought Tolerance of Tree
Species from Different Ecological
Zones." Prof. T.J. Blake.

David Michael Gravett,
Department of Chemistry,
"The Development of Novel
Water-Soluble, Photon
Harvesting Polymers."
Prof. J.E. Guillet.

WEDNESDAY, FEBRUARY 23

Wayne Kenneth Gall,
Department of Zoology,
"Phylogenetic Studies in the
Limnephiloidea with a Revision
of the World Genera of
Goeridae (Trichoptera)."
Prof. G.B. Wiggins.

Terrence Lawrence Sills,
Department of Psychology,
"Individual Differences in
Sugar Intake and Responsiveness
to Amphetamine: Role of
Nucleus Accumbens Dopamine
and Cholecystokinin
Mechanisms."
Prof. F.J. Vaccarino.

THURSDAY, FEBRUARY 24

Mary Louise Craven,
Department of Education,
"An Analysis of the Rhetorical
Claims Made for the Importance
of Hypertext and Hypermedia."
Prof. R.G. Ragsdale.

Luiz Velho,

Department of Computer
Science, "Piecewise Descriptions of
Implicit Surfaces and Solids."
Prof. D. Terzopoulos.

FRIDAY, FEBRUARY 25

Mariano Paulo Consens Bepali,
Department of Computer Science,
Creating and Filtering Structured
Data Visualizations Using
Hygraph Patterns."
Prof. A. Mendelson.

Dane Patrick Michael Rowlands,
Department of Economics,
"International Monetary Fund
Conditional Credit Allocations."
Prof. G.K. Helleiner.

TUESDAY, MARCH 1

Hong Chang, Institute of Medical
Science, "Genetic Alterations in
Human Non-Hodgkin's
Lymphomas."
Prof. H.A. Messner.

COMMITTEES

The Bulletin regularly publishes the terms of reference and membership of committees. The deadline for submissions is Monday, two weeks prior to publication.

SEARCH

DIRECTOR, CENTRE FOR URBAN & COMMUNITY STUDIES

A search committee has been established to recommend a director of the Centre for Urban & Community Studies.

Members are: Professor Johan Hellebust, associate dean, Division IV, School of Graduate Studies (chair); Professors Jonathan Barker, Department of Political Science; Michael Donnelly, associate dean, social sciences, Faculty of Arts & Science; Meric Gertler, Department of Geography; Nancy Howell, Department of Sociology; Robert Johnson, director, Centre for Russian & East European Studies; Charles Jones, Department of Sociology; and Virginia Maclaren, Department of Geography; and Willem de Lint, graduate student, Centre of Criminology; and Ms Catherine Cumberland, School of Graduate Studies (secretary).

The committee will be pleased to receive nominations from interested members of the University community until March 1. These may be submitted to Professor Johan Hellebust at the

School of Graduate Studies,
65 St. George St.

ADVISORY

CHAIR, DEPARTMENT OF CIVIL ENGINEERING

An advisory committee has been established to recommend a chair of the Department of Civil Engineering effective July 1. Members are: Dean Michael E. Charles, Faculty of Applied Science & Engineering (chair); Professors T.C. Kenney, Ezra Hauer, B.W. Karney and S.J. Pantazopoulou, Department of Civil Engineering; I.G. Currie, Department of Mechanical Engineering; D.E. Cormack, Department of Chemical Engineering & Applied Chemistry; and M.J. Phillips, associate dean, Division III, School of Graduate Studies; and Alyssa Karababas, undergraduate student, and Danny Kuchma, graduate student, Department of Civil Engineering.

The committee would appreciate receiving nominations and comments from interested members of the University community. These may be made to the chair or to any member of the committee.

LOVE, LOVE, LOVE

Human care is a vital part of health care

By JUNE CALLWOOD

The following is an excerpt from the 1993 Ruth Cooperstock Memorial Lecture, co-sponsored by the Department of Behavioural Science and the Addiction Research Foundation:

AFTER WORLD WAR TWO THOUSANDS OF babies were abandoned or orphaned throughout Europe. René Spitz, a psychiatrist, studied the effects of love deprivation on these children. In France he examined 239 children institutionalized from birth and compared them with the same number of babies living with their mothers in hostels.

The institutionalized babies were in the care of a staff so small that each adult was responsible for 10 babies. However, standards of nutrition and medical services were high; hygiene was above reproach. Still 37 babies died and the others were in a deplorable state of health. With one or two exceptions Spitz found that babies in the orphanage were "human wrecks who behaved either in the manner of agitated or apathetic idiots."

On the other hand conditions in the hostels were far from ideal. Mothers and babies had to make do with meagre food supplies and almost no medical care. Despite the shabby conditions the mothered babies had no fatalities and were progressing normally.

Babies deprived of warm parenting look like miniature sad adults. They don't smile, they won't respond, they eat disinterestedly and don't seem to derive nourishment from their food, their sleep is broken and restless, they appear dull of intellect, they are weirdly silent or else they wail without end. Abraham Maslow, the wizard of Brandeis University, commented, "Love hunger is a deficiency disease, exactly as is salt hunger." The conclusion, as anyone who parents as instinctively as a goat could have told him, is that babies need love. And without love they sicken.

Ashley Montagu, an anthropologist, explored the relationship between touch and well-being. Infants of every animal species need skin-to-skin contact for a period after birth, he said. The licking behaviour of some animals is the tongue's substitute for loving hands. Animal young stay by the mother's side, against the warmth of her body, until they are strong enough to roam.

I would reshape that observation about the newborn's need for physical contact. All people need to be touched, skin-to-skin, when they feel vulnerable and most resemble the emotional level of their infant selves. The comfort babies draw from being held, from being stroked, from soft blankets and gentle voices, is necessary again when people regress out of grief, loss or illness — and, most especially, when they are dying.

DYING PEOPLE RESEMBLE NEWBORNS IN MANY RESPECTS. They may even curl up in a fetal position. Most certainly they want voices around them to be soothing, they want food to be body-temperature and easy to swallow, they can't bear sudden sharp noises or rough handling, they long to be fondled and held snugly. If size didn't present a problem they might curl up in someone's arms to be rocked.

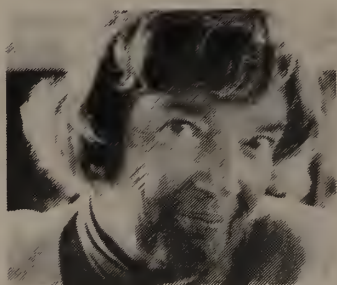
It is no coincidence that the present trend towards deinstitutionalization, the flight from hospitals, is being led by people who want home births and people who want home deaths. It is not that they have no respect for the safeguards that a hospital can offer, especially in the area of pain control and emergency services. It is significant that they will forgo those important resources in order to have human intimacy and a humane environment. We could call it the heat-seeking preference for human love.

The palliative care movement is the medical phenomenon of the past decade, and it is growing by leaps and bounds. The *New England Journal of Medicine* reported a survey which found that close to 80 percent of people would prefer to die in their own homes rather than in a hospital. How can this be, when hospitals provide morphine for pain and a never-ending supply of clean bedsheets, skilled nurses on call and a doctor who can be at bedside (sometimes) in minutes? What then is the appeal of untrained bedside caregivers, inadequate equipment,



insufficient supplies, long delays for professional help in emergencies? The appeal is that kindness is available in the second setting and it is not a dependable commodity in the first.

Internists have noted the relationship between love and good digestion. The Chicago Institute for Psychoanalysis believes that gastrointestinal disease is related to love deficiency. Some even find a link between love and diabetes. The late John W. Lovett Doust, a Toronto psychiatrist who was also diabetic, once said about people with his disease, "We crave for love and we never will have enough love."



WE ALL SHARE THE WISDOM
THAT LOVING AND BEING LOVED
WILL HELP US LIVE LONGER

WE ARE APPROACHING SOME UNDERSTANDING OF THE relationship between wellness and the state of well-being which is produced by self-esteem and being held in affectionate regard by people you care about. This has been defined of late by a new specialty, psychoneuroimmunology. There is even a song about

it. In *Guys and Dolls*, Adelaide sings that when the man you love doesn't propose marriage, "A person can develop a cold, la grippe...."

People instinctively safeguard themselves against infection by seeking love, and it works about as well as flu shots. We all share an ancient wisdom, which is that loving and being loved will help us live longer. The "oceanic feeling," as Freud described mutual love, produces a suffusing sense of well-being. The homeostasis which accompanies a state of contentment allows a body's immune system to go about its business uninhibited by tensions and the sweeps of scalding resentment. Chronic anxiety, as all internists know, contributes significantly to ulcers; the stress endured by perfectionists and high achievers is the high road to heart disease.

I once had the immense honour of introducing the Dalai Lama to a packed audience at Massey Hall. The Dalai Lama is the Living Buddha for 14 million people, a Tibetan who has been in exile most of his life. I boned up by reading everything I could find of his writings and many lengthy interviews with him. The Dalai Lama is a most accessible god. He calls himself a simple monk but there is nothing simple about profound goodness, nor is there anything simple about his doctrine, which is that people should be kind to one another.

"My true religion is kindness," he wrote in his book *Kindness, Clarity and Thought*. "It is observably true that divinity leaps into being when people are kind to one another."

I think this also should be the true religion of medicine. The skill and knowledge of therapists is but one component in a patient's recovery; the other is the sense that the therapist cares. A most common complaint about doctors is that they don't show a shred of sympathy or concern. The message of professional detachment is that the patient is not much worth bothering about. This translates rather rapidly into despair, resentment and frustration, none of which are particularly conducive to regenerating health.

The question always asked of the staff at Casey House Hospice, a 13-bed palliative care unit in Toronto where more than 400 people have died of AIDS in the five years since it opened, is "how do you stand it, all those deaths, all that grief?" Many of the staff are so weary of the question they no longer tell strangers where they work. The answer is that Casey House is a good place to work. People hug, there is gentleness, laughter and the highest professional standards. There is love.

HUMAN BEINGS CLUSTER IN FAMILY-LIKE GROUPINGS whether or not they have a natural family. We need people around us who are interested in us; we cannot maintain mental or physical health very long without them. Medicine therefore cannot abstract itself into an impersonal science. The recipients of its services are flesh and blood and nerve endings and they have the imagination to know they will die. The providers of the services are flesh and blood and they too are mortal. We need for survival to nourish one another.

Medicine without love is a barren land. The professional's love gives rise to hope. As Dr. Ronna Jevne of the University of Alberta observed in the April 1993 edition of *Humane Medicine*, "Physically, people with hope have a greater sense of energy, even if they are not physically stronger. Their mood will be more up than down. Often they feel more confident and therefore will ask the physician more questions... Hoping and coping are different but concurrent processes."

In *Lord Jim* Joseph Conrad said, "We exist only in so far as we hang together." There is no edge between those who are trained to cure and those who wish to be cured. Both have training of a sort; both wish to be cured of emptiness. The barriers between therapists and patients are, at bottom, false and illusory. Love is medicine, and it flows in whatever direction it is needed and, like water, seeks its own level.

June Callwood is a journalist and founder of Casey House Hospice.